



Clinton Township School District

Michele Cone, Superintendent
P.O. Box 6, Annandale, NJ 08801
(908) 268-5414

Memo to the Community

As the members of the community know, the Board of Education and the Clinton Township Education Association (CTEA) are negotiating a new contract. The process has moved along very well over the last year, but we have come to an impasse on certain critical issues and filed with the Public Employees Relations Commission (PERC) to get a third party neutral person, known as the mediator, to come forward to help bring both parties to an agreement. That mediation process has taken place, and we have had some progress towards an agreement being made. However, progress on additional issues stopped the negotiations and the parties could not come to a mutual agreement, so the next step is the “fact-finding” process, where both parties present oral and written statements that support their negotiation positions and requests. That fact-finding process will take place next Tuesday, June 18, after which a report is filed, along with recommendations. That report will be made public, but it is not binding upon either party. If the parties agree to the report, then a memorandum of agreement is written and voted on by each party. If there is no agreement, then there is a final step called a “super conciliation” process where another mediator tries to bring the parties together.

This negotiation process is long and involved and, as you can imagine, the rumor mill is very busy throughout the process. That rumor mill may have nothing to do with the discussions between the Board and the Union, but people like to speculate about the results and what may happen. As pressure for a solution continues to increase over time, talk of a strike becomes a part of that rumor mill even though a strike is prohibited by State law. We especially have to be sensitive to a strike situation at this time since we have 8th grade graduation scheduled for June 20th and we don’t want to have that special event disrupted in this process. We have contacted the Union and asked that they give us a heads up if there is going to be a strike, but they refused to do that.

That is why I am writing this note to bring you up to date on the negotiating process that we are following. I know that many of you have plans for the summer immediately after school closes and we don’t want those interrupted. Therefore, I will provide continuous updates on matters of negotiations and try to make sure that we all have the same information for planning purposes. We are at the end of our 2018-19 academic calendar and would love to have the negotiation process resolved so that everyone has a wonderful summer. Then we can focus on the new academic year and the excitement it will bring to the children.

Thank you,

Michele Cone, EdD
Superintendent of Schools