

**Policy**

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WORK STOPPAGES/STRIKES

The Frenchtown Board of Education opposes the use of strikes by district employees as a tactic to pressure the board to make concessions for settlement of a collective bargaining contract because strikes by public employees are illegal.

The board believes that school employee strikes are harmful to the public interest: are coercive in nature; are attempts to achieve immediate material gains for employees by depriving pupils of the education to which they are entitled; and have a long term negative impact on the perception by the pupils of professionalism and dedication of the district's staff, and on the relations between the board and the striking employees, and between the administration and the striking employees.

In the event that a strike is under consideration by any district employee organization, all staff are requested not to permit any discussions with pupils regarding a strike to interfere with carrying out their regular teaching responsibilities. If pupils raise questions regarding any potential strike, staff are instructed to deal with the questions in accordance with board policy 6144 Controversial Issues.

Staff are prohibited from requesting pupils to carry messages, oral or printed, to their parent/guardians that promote the position or carry an explanation of any employee organization that is engaged in or contemplating a strike (board policy 1140 Distribution of Materials by Students and Staff).

It is the intention and resolve of the board of education to keep the school open during any strike in the interest of the pupils and the public, so long as the safety and welfare of the pupils and the security of district property is maintained.

The superintendent is directed to develop a plan for the safe operation of the district's school in the event of a strike, and shall annually review and update this plan if needed.

In the event of a strike, including a partial strike, a coordinated, mass use of sick leave, or other concerted refusal by staff to perform their assigned duties, the superintendent is authorized to take whatever emergency steps are deemed necessary for the safety of pupils, reporting staff, and district property. Such steps shall be reported to the board of education as soon thereafter as administratively possible.

Adopted: January 9, 2007  
NJSBA Review/Update: September 2016  
Readopted: February 28, 2017

Key Words

Strike, Work Stoppage, Protest, Settlement, Negotiation, Collective Bargaining

**Legal References:** N.J.S.A. 34:13A-3 Definitions  
N.J.S.A. 34:13A-5.3 Employee organization; right to form or join; collective negotiations

**Possible**

**Cross References:** \*1140 Distribution of materials by students and staff  
\*2131 Chief school administrator  
4000/4010 Concepts and roles in personnel, goals and objectives  
\*4111.1/4211.1 Nondiscrimination/affirmative action

WORK STOPPAGES/STRIKES (continued)

*4112.6/4212.6	Personnel records
*5142	Student safety
*6144	Controversial issues

\*Indicates policy is included in the Critical Policy Reference Manual.