



Clinton Township  
Board of Education

P.O. Box 6, Annandale, NJ 08801

(908) 236-7235

---

**Clinton Township Board of Education**  
**Statement on Negotiations**  
**with the Clinton Township Education Association**  
**March 18, 2019**

As we have discussed before, the Clinton Township Board of Education and the Clinton Township Education Association (CTEA) previously agreed jointly that their negotiations for a successor collective negotiations agreement were at impasse, meaning that both parties agreed that further face-to-face meetings would not be productive. In an attempt to resolve the parties' differences, the negotiations teams for both sides then worked with a State-appointed mediator which, unfortunately did not result in a settlement. At that point, the Board, the CTEA, and the mediator all agreed that it was best for both sides to engage a neutral fact-finder.

The negotiations teams for both the Board and CTEA mutually selected a fact-finder who then was appointed by the State. The negotiations teams then met with the Fact-Finder at two informal, mediation-like sessions. During all the mediation and fact-finding sessions, the parties did not meet face-to-face, but caucused separately and exchanged proposals and ideas through the mediator and then, through the Fact-Finder. While progress was made during the first fact-finding session, it was clear by the second session that the gap between the Board and CTEA was too far to bridge through mediation. The Fact-Finder then scheduled a formal fact-finding hearing for May 14, 2019, at which both sides will present their final proposals for settlement and all the evidence and arguments supporting their respective positions. The Fact-Finder will issue a non-binding recommendation for settlement in a public report within 30 days following the close of the hearing.

Recently, the CTEA leadership invited the Board's negotiations team to meet with them, face-to-face, to conduct another negotiations session, prior to the fact-finding hearing. The Board views this as a positive development and is very eager to continue to work with the CTEA's negotiations team, in the most efficient, effective, and expeditious manner possible, to reach an agreement that is mutually beneficial and acceptable to both parties. As a result, the Board has agreed that it is prudent to continue negotiations with the CTEA's team, face-to-face and without the Fact-Finder, prior to the Fact-Finding hearing, as quickly as is possible.

In order for this to be a productive meeting, moving both parties toward a final settlement, this past weekend, the Board's negotiation's team requested that the CTEA leadership place at least one specific item onto the agenda the Board has stated was critical throughout the negotiations and particularly in mediation and fact-finding. We hope that the CTEA negotiation's team will agree to discuss this crucial item on the proposed agenda, in addition to the remaining few items found on each parties' last set of proposals.

If this CTEA's negotiations team rejects placing this crucial item back onto the table for discussion, then we believe that both parties will continue to be at impasse and will continue to require the State-appointed Fact-Finder's assistance, during and following a Fact-Finding hearing, to help the parties reach agreement. Our negotiations committee hopes the CTEA will be agreeable to this one request and that we can achieve a settlement and avoid the need for a hearing.

The CTEA leadership has proposed that we meet this Thursday, March 21, 2019. Unfortunately, our labor representative is not available to meet on this night. Subject to the CTEA negotiation's team agreeing to discuss our proposed item, we offered three possible dates to hold a negotiations session during the month of April 2019.

- Monday, April 8<sup>th</sup> – 6 pm – Round Valley School
- Tuesday, April 9<sup>th</sup> – 7 pm – Round Valley School
- Tuesday, April 30<sup>th</sup> – 6 pm – Round Valley School

We are optimistic that both sides can come to an agreement at this next meeting. Therefore, it is imperative that our labor representative and the CTEA's representative be present, so that a lawful and accurate Memorandum of Agreement can be written in accordance with what both parties have agreed. This will only move both groups closer to ratification sooner, thus completing a successful negotiations.

The Board has the highest level of respect for each, and every one of the members of the district's staff, and we appreciate all that they do for the children of Clinton Township. We understand the importance of moving this contract to a close in the most efficient and effective way, and we are committed to doing so. We look forward to hearing from the CTEA.