

P.E.R.C. NO. 2026-45

STATE OF NEW JERSEY  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

SOUTH ORANGE-MAPLEWOOD BOARD  
OF EDUCATION,

Petitioner,

-and-

Docket No. SN-2026-019

SOUTH ORANGE-MAPLEWOOD EDUCATION  
ASSOCIATION,

Respondent.

SYNOPSIS

The Public Employment Relations Commission grants the Board's request for a restraint of binding arbitration of the Association's grievance, alleging that the Board violated the parties' CNA by assigning non-negotiated duties to teachers outside of scheduled lunch periods. To the extent the Association contests the assignment of these duties, the Commission finds that the grievance is not legally arbitrable because the assignment of these duties is related to student safety and supervision. The Commission further finds that Association has not established that the Board's assigned supervisory duties have adversely impacted the teachers' compensation, workload, or preparation time, and thus, this record does not establish severable impact issues that could be arbitrable.

This synopsis is not part of the Commission decision. It has been prepared for the convenience of the reader. It has been neither reviewed nor approved by the Commission.

P.E.R.C. NO. 2026-46

STATE OF NEW JERSEY  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

MOUNT LAUREL BOARD OF EDUCATION,

Petitioner,

-and-

Docket No. SN-2026-026

MOUNT LAUREL EDUCATION ASSOCIATION,

Respondent.

SYNOPSIS

The Public Employment Relations Commission denies the Board's request for a restraint of binding arbitration of the Association's grievance challenging the Board's denial of sick leave and loss of pay for employees who did not submit doctor's notes when they sought to use sick leave for absences on the day after the Super Bowl and/or on the day of the Super Bowl Parade. The Commission finds that sick leave verification policies requiring the submission of a doctor's note are non-negotiable. However, the Commission holds that the application of such policies, including sick leave denial and the imposition of penalties such as loss of pay, are legally arbitrable.

This synopsis is not part of the Commission decision. It has been prepared for the convenience of the reader. It has been neither reviewed nor approved by the Commission.