

POSITIONS AND POLICIES ON EDUCATION

Recognition/Personnel Covered

FILE CODE

4135.11

Central Office Administrators and Supervisors

- A. **The NJSBA believes** that in order for school boards to function effectively in a collective bargaining context, and to protect members of districts' administrative teams from conflicts of interest and contradictory pressures of managerial functions and labor union membership, there must be clear distinctions between the management team and the rank and file employees. *[Authority: DA 5/70-8, DA 10/78-CR (PERC), DA 6/93-SR, DA 11/96-SR]*
- B. **The NJSBA believes** that the PERC Law's definition of managerial employee should be expanded to include board secretaries, business administrators, assistant business administrators, and their equivalents. *[Authority: DA 5/70-8, DA 10/78-CR (PERC), DA 6/93-SR]*
- C. **The NJSBA believes** that supervisors, defined as employees having the power to hire, evaluate, discharge, discipline, or to effectively recommend the same, should not be granted bargaining rights. However, as long as those employees remain covered by the PERC Law, supervisors should not be included in the same bargaining unit as non-supervisory employees. *[Authority: DA 12/71-11, DA 10/78-CR (PERC), DA 6/93-SR, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Cross Reference: 4135 Collective negotiations

Key Words: collective bargaining, administrators, supervisors