

## 1. Why do we negotiate, and what is collective bargaining?

- Every Board of Education in New Jersey is required, by the Public Employment Relations Act, to engage in a “collective bargaining” process with each union that exists in its school district.
  - **Public Employment Relations Act says that –**
    - Employees have right to:
      - Form a union
      - Initiate grievances
      - Collectively negotiate
  - **Definition of Collective Bargaining/Collective Negotiations**
    - **Collective bargaining** is a “joint-decision making” process between the Board and respective union that allows both of them to establish and promote a decision-making process where a joint, mutually acceptable and beneficial agreement can be made between both parties. This is referred to as “*good faith bargaining*”.
    - Collective bargaining is conducted between the representatives from the Board and union. It never occurs with individual employees.
    - Agreement must be included in a written and signed contract.
    - A Board cannot change certain work rules without negotiations.
  - **Public Employment Relations Act is Enforced by the Public Employment Relations Commission (PERC)**
    - PERC is a state administrative agency that is charged with administering the Public Employment Relations Act.
- The Clinton Township Board of Education negotiates with two in-district unions: the Clinton Township Administrators Association (CTAA) and the Clinton Township Teachers Association (CTEA).
  - **Clinton Township Administrators Association** has less than 10 members, and they include the Director of Special Services, Supervisors, Principals, and Assistant Principals.
  - **The Clinton Township Education Association** is comprised of approximately 206 members. They include: teachers, teaching assistants, school guidance

counselors, long term substitutes, school nurses, school psychologists, learning disabilities teacher consultants, school social workers, occupational therapists, physical therapists, speech therapists, behavioral specialists, custodial and maintenance staff, and secretaries.