

3. What are the Chronology of Events and Background Associated with this Negotiation?

- **September 2016**, the CTEA leadership signaled their desire to begin negotiations, but then retracted from that plan to wait for retroactive pay to be complete from the 2013-2017 contract that was approved by the Board on July 25, 2016.
- **October 2016** - Retroactive pay from the 2013-2017 contract was completed.
- **October 2016** - The Board informed CTEA leadership that it could not begin negotiations until the new Board was seated in January 2017, to ensure consistency through the negotiations process. However, the Board committed to engage in the work that both parties needed to accomplish before proposals were exchanged. For example:
 - **October 24, 2016** - the Board hired a labor attorney.
 - **October 25, 2016** - the Board's labor attorney contacted the NJEA Uniserv Representative to begin organizing negotiations.
 - **October 25, 2016** - Board President e-mailed the CTEA's leadership and offered a small meeting to establish negotiation ground rules, decide on process for negotiating and schedule future dates.
 - **The CTEA leadership failed to respond to the Board's offer to meet until November 25, 2016, in an e-mail, four weeks after the Board's initial offer. This delayed the pre-negotiations process from beginning.**
- **October 25, 2016**, the NJEA Uniserv representative informed the Board's labor counsel that he was leaving that position and would not be representing the CTEA any longer.
- The Board's labor attorney called and emailed the NJEA office to coordinate.
 - **November 25, 2016**, responded to the Board President's e-mail from October 25, 2016. The CTEA leadership informed the Board they would only meet with the full negotiations team, and threatened to file an Unfair Labor Practice against the Board if they didn't meet with the CTEA with the Board's negotiations team.
 - Again, the Board explained that they needed to wait for the new Board to be seated in January before they could start for consistency purposes.
 - **December 1, 2016** – the Board's labor attorney wrote a lengthy e-mail to the NJEA Uniserv Office describing the challenges facing negotiations.

- The CTEA offered to sit down for 30 minute meeting to “clear the air” so that both parties could begin negotiations.
 - The Board knew that a 30 minute meeting would not be sufficient to resolve our challenges.
- **The hearing with PERC to settle the Unfair Labor Practice charge was set for July 19, 2017. The CTEA cancelled and postponed the meeting. A new date was set for September 2017 – almost two months after the initial meeting date.**
- **September 18, 2017**, Unfair Labor Practice allegations were heard and both parties agreed to have “core values” meetings and also schedule negotiations sessions.
- **The settlement included an agreement that neither side was found guilty of failure to negotiate.**
- Both parties met in a series of meetings and developed a set of “core values” that both parties agreed to abide by in negotiations and in day-to-day interactions.
- Pursuant to the settlement agreement, the CTEA owes two more hours of core value discussions. They refuse to do so, which is in violation of the PERC settlement agreement.

The first negotiations meeting that took place after the “core values” were agreed to, was very positive.

- Subsequent meetings; however, were very acrimonious, and both parties agreed that the best method to bargain would be to authorize the respective representatives to meet alone and report back to their respective teams.
 - Unfortunately this process has failed to move negotiations forward.
 - There is a stalemate on the same six points, with no positive movement.
 - The two parties have met seven times since December 8, 2016.
 - The CTEA has cancelled two meetings, and the Board has cancelled two meetings.
 - October 28, 2017 - The Board offered to meet to negotiate on Saturday, at 8:30 am.
 - Members of the negotiations team did not arrive until 10 a.m., and failed to notify the Board that they would be late. However, once they arrived, the meeting was productive.
 - December Meeting – both parties met. It was immediately obvious that movement on the same six topics would not happen that evening. Both parties

decided to end the session and asked that both representatives continue negotiations separately.

- February 1, 2018, the Board filed for impasse with the Public Employees Relations Commission.
- **The hope of the full Board is that a neutral third party mediator will help bring both parties towards a settlement. Mediation meeting set for March 12, 2018.**