


Personnel Administrators Association

October 1, 2020

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Board Authority

- Gayles v. Hillside Twp.
 - August 5, 2020
 - “Lame Duck” board may not extend CSA contract that is not expiring

- J.C. v. Ramapo-Indian Hills Reg’l High School
 - August 20, 2020
 - Board’s HIB determination was not arbitrary, capricious, or unreasonable where there was room for two opinions as to certain facts




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Tenure Dismissal

- In the Matter of Bassetti
 - During classroom altercation teacher muttered N-word in reference to 7th grade students

- Tenure charges filed
 - Arbitrator determined Bassetti had not know he uttered the epithet & returned him to the classroom

- Board Appealed



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Bassetti Continued

- New arbitrator reviewed all facts
 - Found some student testimony inconsistent
 - Found students to be credible
 - Immediate response, shock, report to office
 - No motivation to lie b/c of science fair project
 - Teacher of 14 years had no prior disciplinary episodes
 - Determined that Bassetti's comment warranted termination

