


**Personnel  
Administrators  
Association**

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**December 8, 2020**

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**Watchung Hills Ed. Assn. v. Watchung Hills Bd. of Educ.**

- CNA provided arbitration for “for cause” terminations
- Individual employment contracts were “at will” and did not provide for arbitration
- Bus driver terminated without cause and given a reason for termination
- CNA controls and grants arbitration



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**Schwartz v. Princeton Bd. of Educ.**

Use of electronic voting system at board meeting that displayed votes on a screen is OPMA compliant even if not all members of the audience can see screen. Passage of vote was announced and board went “extra-mile” by broadcasting meeting on internet. No need for roll call vote where not statutorily required.



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**Gagliano v. Bd. of Educ. of the Village of Ridgewood**  
Commr., 10/2/2020

- Retired teacher withdrew accidental disability retirement benefits application, sought to return to previous position
- Commissioner upheld ALJ, found "Board is not required to bump an existing teacher or create a position for petitioner"
- Teacher entitled to next opening in former position, provided she can perform duties



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**Lynch v. Skowronski**  
SEC, 05/19/2020

- Board member inadvertently "replied all" to board president's email response to parent concern
- Board member expressed that concern was not adequately addressed, creating possible impression that the board's decision not final
- Reply also disclosed confidential information
- Violation of N.J.S.A. 18A:12-24.1(g); issued reprimand



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**Questions?**



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