

**CRANFORD PUBLIC SCHOOLS
CRANFORD, NEW JERSEY**

POLICY: BOARD-EMPLOYEE RELATIONS

I. Forward

The purpose of this statement is to outline procedures to be followed by individual employees and the Cranford Board of Education in dealing with matters of common concern.

II. Basic Principles

- A. Continuous operation and further improvement of the school system are joint responsibilities of the Board and its employees, requiring a high degree of cooperation.
- B. A free flow of ideas and points of view between the Board and its employees is essential to a cooperative, positive effort on behalf of the school system and to the resolution of problems of common concern.
- C. Employees may communicate with the Board of Education (1) as individuals and/or (2) through duly authorized representatives of their professional or trade associations.
- D. Final decisions on all matters of school policy, not in conflict with state law or State Board Regulations, are the responsibility of the Board of Education.

III. Design for Formulation, Adoption, Administration and Review of Policies

A. Guidelines for Formulating, Adopting and Implementing Policies

- 1. Subject matter for policy formulation may emanate from employees (individuals and associations), from the administration and from the Board of Education.
- 2. The Superintendent of Schools, or designee working in conjunction with a Board of Education Committee is charged with the major responsibility for formulating and recommending policies for Board consideration.
- 3. Recommended policy drafts will be distributed to principals for their input prior to adoption. They will also be made available for public perusal at public meetings of the Board of Education in advance of their adoption.
- 4. Final adoption of policy is the sole responsibility of the Board of Education.
- 5. Once adopted, policies will be communicated promptly to all personnel of the school system by the Superintendent of Schools.
- 6. The implementation and administration of policies are the responsibilities of the Superintendent of Schools. He/she shall develop administrative regulations to amplify and interpret certain policies at his/her discretion under Policy No. 2230.
- 7. Policies will be subject to review and revision as indicated through experience in their administration and by changing conditions.
- 8. All employees have the right to seek clarification of policies via the grievance

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procedure as indicated in Article 3 of the Collective Bargaining Agreement. The final interpretation of policy rests with the Cranford Board of Education and would not be arbitrable.

Legal References:

N.J.S.A. 18A:17-20 Superintendent; general powers and duties

Possible

Cross Reference:

2230 Formulation of Administrative Regulations
9311 Formulation, Adoption, Amendment of Policies
9313 Formulation, Adoption, Amendment of Administrative Regulations

Adopted: January 21, 1964
Revised: June 22, 1981
Revised: April, 14, 1997
Revised: October 27, 2008