

FOR IMMEDIATE RELEASE

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Teachers' Contract Update: Factfinder's Report & Memorandum of Agreement

- 1. Factfinder's Report.** The factfinding process concluded on May 30, 2019 with the release of the factfinder's written report containing "Findings of Fact" (page 5) and "Recommended Terms of Settlement" (page 18). Public disclosure of the report was not allowed until June 13, 2019; the full [factfinder's report](#) is now posted on the district website under "BOE/Negotiations".

A "factfinder" is an unbiased third party with relevant knowledge and experience, appointed by the State of New Jersey Public Employment Relations Commission (or "PERC"), whose non-binding report is intended to assist the parties in moving to a settlement. Unfortunately, instead of using the factfinder's report to facilitate discussions and advance settlement efforts, the Franklin Lakes Education Association (the "Union") promptly rejected the report and engaged in an illegal strike. The Board intends to discuss the factfinder's report at its next public meeting.

- 2. Memorandum of Agreement ("MOA").** The Board and the Union agreed on terms of a new 4-year agreement in the early morning hours of June 11, after nearly six hours with a PERC-appointed "super conciliator" and PERC's Director of Conciliation and Arbitration. Details are confidential until the final contract including salary guides and other attachments is approved by the Union and the Board. Previous Board statements on the strike and settlement are available on the district website under "[BOE/Negotiations](#)".

The Board of Education is looking forward to approval of the final contract and to putting the difficulties of negotiations behind us so we may focus on the future and the advancement of the district. The Board wishes our teachers, parents, students and all community members a safe and enjoyable summer. We hope everyone returns in September ready to come together and work in the interest of the district and our students.