

Strikes and Work Stoppage

Section 1. General. The Board of School Trustees believes that a work stoppage is an inappropriate action on the part of public school employees. Not only is the work stoppage illegal under Indiana law and a violation of the agreement between the Board of School Trustees and East Allen Educators Association, but it is a method that causes children and students to suffer. The Board of East Allen County Schools desires to maintain the kind of relationships that will remove the work stoppage as an issue. If, however, a work stoppage occurs, the Board believes that its responsibility to students requires that every effort be made to keep the schools open and to avoid interruption of the educational system.

The administrator has an obligation to remain on the job to provide for the welfare of students who report to school and to maintain communication within the educational community.

Section 2. Procedure. When a work stoppage is initiated, all administrators are to be at their assigned locations. Each administrator should attempt to assess the effects of a strike on the school so one may determine potential sources of trouble.

The guidelines listed below provide for the protection and safety of the students, personnel, and facilities.

1. In the event of an emergency the Superintendent, in conjunction with the Executive Director of Employee Relations, shall establish a direct communications system with community agencies and grant permission to reporters and photographers to enter schools and issue statements to the news media.
2. All employees will be requested to report at regular starting time.
3. All buses will be delayed for a definite period of time to assess the situation.
 - A. If the work stoppage is a fact, students and parents will be advised that schools will be opened; however, attendance will be left to their discretion.
4. The safety of students and school personnel is to be the prime determining factor in making the decision whether to keep the schools open.

- A. The building administrator is to evaluate the situation and call in to the Superintendent or his designee for an immediate review of the situation.
 - (1) If the building administrator is not able to reach the Superintendent or his designee and the welfare of students and/or personnel are in jeopardy, the administrator should act accordingly to assure safety.
 - B. Based on the evaluation and phone conferences, an immediate decision will be made by the Superintendent to either keep the school open or to close the school.
 - (1) If possible, bus drivers are to keep students on the bus until a decision is made.
 - C. If a school is closed, its personnel may be held on standby, may be immediately reassigned to other schools, or may remain at their regular work station for the remainder of that school day.
- 5. Substitute personnel will be used, if needed, in order to keep schools open.
 - 6. All personnel threatened, intimidated or hesitant about entering their own school should contact the Central Office for reassignment. The Central Office will be responsible for notifying the building principal of any reassignments.
 - 7. A log of problems and incidents during the strike should be kept by each building administrator.
 - 8. All Central Office personnel are to be on standby for possible assignment to schools or other locations to meet the needs of the day.
 - 9. Regular briefing meetings of building administrators by the Central Office staff will be conducted as frequently as needed to review and evaluate the situation.

Legal Reference

Anderson Federation of Teachers, Local 519 v. School City of Anderson, 251 N.E. 2d, 15