

M E M O

TO: Rose Holz, NJEA
Dominick Giordano, NJEA
FROM: Sanford R Oxfeld, Esq
CC: Joe Cortico, EEA
DATE: August 1, 2017

RE: Elizabeth Ed Assn/Elizabeth BOE (K-8 Instructional Time Arbitration)

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I am writing to bring you up to date of the conversation I had early yesterday with Jonathan Williams, Esq., the attorney for the Elizabeth BOE.

It was clearly the understanding of all concerned on behalf of the EEA that once Arbitrator Barbara Zausner approved the terms of the resolution of the arbitration, the District would immediately distribute a letter to all of our affected members which would both explain all that had occurred and contain a release so that no one who received a check would be able thereafter to challenge either the resolution or the amount of their payment. The checks are available to be distributed once the release is signed.

It is my understanding that in fact Arbitrator Zausner did approve the terms of the arbitration settlement early yesterday. When no letter was immediately forthcoming I contacted Mr. Williams to determine what was causing the delay (at least as far as our understanding was concerned). It seems there are a number of factors involved. Mr. Williams told me he needs some additional information from the attorneys who litigated the matter before the arbitrator and then he wants to insure that the letter he drafts includes both the methodology used to calculate the amounts as well as full explanation of the terms of the resolution. I have been advised that the District's accountant, Dieter Lerch, is currently working on his end of the calculations.

All that being said, he did tell me that the letters will be issued no later than Tuesday of next week. To be clear, this is not what we anticipated the process as being. Yet, while I realize that our members continue to have every reason to be disappointed and frustrated by this scenario, so are we. I only ask the all of us stop for a minute, realize how long this matter has been going on, and recognize how far we have come, both in terms of labor relations and insuring a fair settlement, in a relatively short period of time.