

GLEN ROCK PUBLIC SCHOOLS

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The Board of Education would like to clarify some misinformation that has been posted to social media.

On Friday, every employee of the Glen Rock School District received a Rice notice. This was not limited to teaching staff, but rather encompassed the entire district, including the superintendent. The email sent by Laurie Babin, on behalf of Dr. Charleston, stated the following:

“As part of our year end review, all employees, including administrators and central office employees, are receiving the attached Rice Notice for the April 26, 2021 Board of Education meeting.”

A Rice Notice is a notification from the district to an employee stating the employee **may** be discussed in an upcoming meeting. The purpose of the notification is to ensure that the employee is aware of any potential discussion so that he or she is afforded the opportunity to exercise the right to have that discussion in the public portion of the meeting, rather than in closed session. An employee cannot be discussed, in any capacity, without a proper Rice Notice, and so the notification, required by statute, is designed to provide full transparency and to ensure that the employee is aware of their rights.

While the district felt the above explanation for the Rice Notice was clear, we acknowledge that some staff were unnerved by this. For that we apologize and will make sure future communication is clearly articulated. Please note that, in keeping with state statute, the distribution of Rice notifications will be the procedure going forward for end of year personnel review.

In regards to the nonrenewal of staff, this is strictly confidential information and therefore can not be discussed. The procedure in Glen Rock for nonrenewal of staff is no different than any other school district. It is a comprehensive process that involves numerous discussions among the administrative team. The decision to not offer employment to a staff member for the following year is one that the district does not take lightly and is made with much thought and

deliberation. While the nonrenewal is for the following school year, according to statute, nonrenewed staff members must be informed of their employment status no later than May 15th. Those staff members are still employed and bound by the terms of the contract for the duration of the current school year.

We hope this helps to shed some light on district protocols that are in place to protect the interests of all employees. It is unfortunate there are some who continue to post confidential information without the necessary context which causes confusion and unnecessary anxiety and stress within the community. Please note the Board of Education does not engage in conversation on social media and therefore cannot address the inaccuracies on those platforms. We use social media to highlight the many positive happenings in our district and to inform the public of events taking place at our schools. We conduct our business at our public meetings; we encourage you to attend so that you exercise the opportunity to address the Board in a healthy, productive and respectful manner.

Respectfully,

The Glen Rock Board of Education