



NASSAU-SUFFOLK SCHOOL BOARDS ASSOCIATION, INC.

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July 16, 2008

**To: The Honorable David Paterson  
Governor of the State of New York**

**From: Jim Kaden, President  
Fran Greenspan, Legislation Committee Chair**

**Re: A.9977 Abbate/ S.6717 Golden  
MANDATORY NEGOTIATION OF DISCIPLINE**

On behalf of the 112 school boards that comprise the Nassau-Suffolk School Boards Association, we are writing to urge you to veto legislation that would make employee discipline a mandatory subject of collective bargaining. This legislation has been vetoed repeatedly, twice in 2007 alone, and with good reason.

It is disingenuous to institute legislation that would have long-term repercussions on the boards of education, particularly in a year when the focus is on property tax relief. In effect, this legislation would put school boards at a tremendous disadvantage in negotiating a fair and fiscally prudent contract when collective bargaining units are well aware that they are not bound exclusively to the negotiated agreement, but may choose disciplinary procedures that are available to them by statute. School boards are not given the same option.

This legislation could define the "unlevel playing field."

As employee discipline can be an incredibly contentious issue, including it in contract negotiations could cause delays in the negotiation process, forcing employees to work under an expired contract. This is not only undesirable for employees, but particularly detrimental to boards of education and taxpayers, since we are bound by the Triborough Amendment, which guarantees pay raises to employees working without contracts.

Taxpayers demand accountability from their elected officials at every level of government. This faulty legislation, dictated by the State, makes meeting our local responsibility that much more difficult.

May we remind you that while the State granted charter schools freedom from mandates such as this one, elected boards of education would have yet another link added to the shackles that restrict our ability to negotiate in the best interest of our communities and schools. This is unacceptable and could be construed as nothing more than yet another unfunded mandate with undisclosed costs and consequences.

This is not sound legislation. N-SSBA strongly urges a veto.

**CC: Long Island Senate Delegation  
Long Island Assembly Delegation**