



Township Public Schools  
50 Nellis Drive, Wayne, New Jersey 07470

Administrative Offices

Phone: (973) 633-3006

Fax: (973) 628-8837

**August 17, 2017**

**RESOLUTION OF THE WAYNE TOWNSHIP BOARD OF EDUCATION**

**COUNTY OF PASSAIC**

**STATE OF NEW JERSEY**

**INVOKING THE DOCTRINE OF NECESSITY**

**WHEREAS**, the School Ethics Act, *N.J.S.A. 18A:12-21 et seq.* was enacted by the New Jersey State Legislature to ensure and preserve public confidence in school board members and school administrators, and to provide specific ethical standards to guide their conduct; and

**WHEREAS**, questions arose regarding how a board should invoke the Doctrine of Necessity when a quorum of a board of education has conflicts of interest on a matter required to be voted upon; and

**WHEREAS**, the School Ethics Commission ("Commission") provided guidance in Public Advisory Opinion A03-98 (April 1, 1998); and

**WHEREAS**, the opinion set forth that, when it is necessary for a board to invoke the Doctrine of Necessity, the board should state publicly that it is doing so, the reason that such action is necessary, and the specific nature of the conflicts of interest; and

**WHEREAS**, the School Ethics Commission, by resolution dated February 25, 2003, clarified and required a board of education invoking the Doctrine of Necessity to adopt a resolution setting forth that they are invoking the Doctrine, the reason for doing so, and the specific nature of the conflicts of interest; and

**WHEREAS**, the School Ethics Commission further directed boards of education that invoke the Doctrine to read the resolution at a regularly scheduled public meeting, post it where it posts public notices for thirty (30) days, and provide the Commission with a copy; and

**WHEREAS**, the Wayne Township Board of Education ("Board") must enter a successor contract with the Wayne Education Association ("WEA"); and

**WHEREAS**, the School Ethics Commission has issued an advisory opinion in this matter (A10-17) identifying various conflicts; and

**WHEREAS**, the Board adopted a Resolution Invoking the Doctrine of Necessity to negotiate with the WEA and consider proposals to the final agreement with the WEA on April 5, 2017, and

**WHEREAS**, the Board Attorney, John Geppert, Esq., has reviewed Advisory Opinion A10-17, the additional facts that were not addressed by the Commission in A10-17, and additional advisory decisions of the Commission, and has determined that board member conflicts could prohibit five (5) of the nine (9) members of the Board from discussing and voting on said agreement; and

**WHEREAS**, there are five (5) Board Members, namely President Donald Pavlak, Vice President Mitchell Badiner, Michael Bubba, Suzanne Pudup, and Stacey Scher, with apparent conflicts; and

**WHEREAS**, Board President, Donald Pavlak, has a spouse who is a member of the WEA; and

**WHEREAS**, Board Vice President, Mitchell Badiner, holds an administrative position as Director of Instruction for the Bergen County Special Services School District ("BCSS"); and

**WHEREAS**, Board Vice President, Mitchell Badiner, and Board Members Michael Bubba, Suzanne Pudup and Stacey Scher received an endorsement from Community for Academic Excellence, a political action group for the WEA, for the November 2016 election, and the latter three (3) Board Members also received campaign contributions from the WEA and NJEA during the November 2016 election; and

**WHEREAS**, Board Member Stacey Scher is employed by the Passaic Board of Education and is an NJEA member; and

**WHEREAS**, Board Member Suzanne Pudup is a recent retiree of the WEA, has family members who are employed by another district and are NJEA members; and

**WHEREAS**, the inability of the above five (5) Board members to participate in this process results in the lack of a quorum; and

**WHEREAS**, in order to enter into a final agreement with the WEA, the Board must have a quorum; and

**WHEREAS**, the Board desires to invoke the Doctrine of Necessity, in accordance with the procedures established by the Commission, to consider entering into a final agreement with the WEA.

**WHEREAS**, the Wayne Township Board of Education read and adopted this resolution invoking the Doctrine of Necessity at its Special Board Meeting on August 3, 2017, posted it where the Board posts public notices, and forwarded a copy of the resolution to the School Ethics Commission.

**NOW, THEREFORE, BE IT RESOLVED**, by the Wayne Township Board of Education, County of Passaic, State of New Jersey, as follows:

1. That the five (5) Board members, as noted above, are in conflict by nature of their endorsements, receipt of contributions, employment, and relatives' employment and the Board therefore invokes the Doctrine of Necessity to consider and act upon the final agreement with the WEA.
2. That this resolution shall be read at the public meeting of August 17, 2017 and shall be posted where the Board posts public notices for thirty (30) days.
3. That a copy of this resolution shall be forwarded to the School Ethics Commission by the Board Attorney.

The following members of the Wayne Board of Education were present: Eileen Albanese, Michael Bubba, Cathy Kazan, Donald Pavlak, Jr., Gail Okun, Suzanne Pudup and Stacey Scher.

Absent: Mitch Badiner and Christian Smith

**MOTION: S. SCHER**  
**SECOND: M. BUBBA**  
**VOTE: 7-0-0**