



STATE OF NEW JERSEY
PUBLIC EMPLOYMENT RELATIONS COMMISSION
PO Box 429
TRENTON, NEW JERSEY 08625-0429
UNFAIR PRACTICE CHARGE

For Courier Delivery
495 West State St.
Trenton, NJ 08618

www.state.nj.us/perc

Phone: 609-292-6780

Email: mail@perc.state.nj.us

Fax: 609-777-0089

Read instructions in the middle of this page before completing the form.		DO NOT WRITE IN THIS SPACE	
		DOCKET NO.	
		DATE FILED:	
1. CHARGING PARTY			
Full Name: Alexandrea Sumiko Kensinger		E-mail Address: kensingeralex@gmail.com	Telephone No.: (609) 227-3567
Address of Charging Party (Street and Number, City, State and Zip Code): 181 Cookstown New Egypt Rd, Trlr C19, Wrightstown NJ 08562		County: Burlington	
Name and Title of Representative/Attorney/Consultant to Contact: Alexandrea Sumiko Kensinger		E-mail Address: kensingeralex@gmail.com	Telephone No.: (609) 227-3567
Representative/Attorney/Consultant Address (Street and Number, City, State and Zip Code): 181 Cookstown New Egypt Rd, Trlr C19, Wrightstown NJ 08562			
2. RESPONDENT(S) (Must be a public employer and/or employee organization against whom the charge is made. Cannot be an individual person.)			
Respondent 1	Full Name: North Hanover Twp School District & Board of Ed	E-mail Address: Mmaschi@nhanover.com / alemer@nhanover.com	Telephone No.: (609) 738-2600
Address of Respondent (Street and Number, City, State and Zip Code): 331 Monmouth Rd Wrightstown, NJ 08562		County: Burlington	
Name and Title of Representative/Attorney/Consultant to Contact: Bruce W. Padula		E-mail Address: bpadula@padulalawgroup.com	Telephone No.: (908) 569-1990
Representative/Attorney/Consultant Address (Street and Number, City, State and Zip Code): 1151 Broad St Suite 118 Shrewsbury, NJ 07702			
Respondent 2 (If Any)	Full Name: North Hanover Twp Educational Association / NJEA	E-mail Address: nhteanj@gmail.com	Telephone No.: N/A - Unlisted
Address of Respondent (Street and Number, City, State and Zip Code): 331 Monmouth Rd, Wrightstown, NJ 08562 c/o NHTEA		County: Burlington	
Name and Title of Representative/Attorney/Consultant to Contact: Jim Boice		E-mail Address: jboice@njea.org	Telephone No.: (856) 234-2485
Representative/Attorney/Consultant Address (Street and Number, City, State and Zip Code): 15000 commerce Pkwy Suite A Mount Laurel, NJ 08054			
INSTRUCTIONS FOR FILING AN UNFAIR PRACTICE CHARGE			
(1) Type or clearly print all information and complete all sections of the charge. (2) Under Section 3 (Statement of Charge) provide a CLEAR AND CONCISE statement of the specific facts (not just cursory legal allegations) constituting the alleged unfair practice. If you need more space for your statement, then attach it to the charge. You may not rely on other documents (such as letters, emails, or memoranda) submitted with the charge to constitute your statement. You must instead identify the relevant facts in your charge. (3) The Statement of Charge must: a. list the subsections of the Act alleged to have been violated (at the top of Section 3); b. specify the date, and, to the extent known, the place the alleged acts occurred and the names of the persons alleged to have committed such acts. (4) In Section 4, state specifically the remedy you are asking the Commission to order. (5) Sign and date the Certification in Section 6 at the end of the second page. Provide a new signature and date for any amendments. (6) File the charge by sending it by email to mail@perc.state.nj.us, by fax to 609-777-0089, or by mail/courier to the addresses above. (7) You must include with your filing proof that you served a copy of the charge on the respondent(s). Proof can take the form of a statement explaining how, when, and on whom the charge has been served. You can also CC respondents if filing by email.			
A CHARGE WILL NOT BE PROCESSED IF THE ABOVE REQUIREMENTS ARE NOT MET.			
3. STATEMENT OF CHARGE			
List the subsection(s) of N.J.S.A. 34:13A-5.4(a) that you allege the public employer respondent(s) violated: N.J.S.A. 34:13A-5.4(a): (1), (3), (4), (5)			
List the subsection(s) of N.J.S.A. 34:13A-5.4(b) that you allege the employee organization respondent(s) violated: N.J.S.A. 34:13A-5.4(b): (1), (3)			
Pursuant to the New Jersey Employer-Employee Relations Act, as amended, the charging party hereby alleges that the above-named respondent(s) engaged in conduct constituting the alleged unfair practice(s) within the meaning of the above-listed subsection(s) in that:			
Statement of Facts & Alleged Violations: 1. Retaliatory Termination & Adverse Employment Actions (N.J.S.A. 34:13A-5.4(a)(1), (3), and (4)) The District engaged in prohibited discrimination by terminating the charging party on April 21, 2026. This action was taken in direct response to the charging party's protected activity, which began with a formal whistleblower disclosure on December 1, 2025 regarding gross negligence and administrative environment issues followed by further whistleblower disclosures regarding criminal activity, civil rights/privacy violations beginning on January 15, 2026 and continuing through April 18, 2026. The retaliation is evidenced by: • Medical Disregard & Pretextual Demands: Following a fraudulent investigation that deemed the charging party's claims "unfounded," the District issued a three-day notice on March 26, 2026, demanding an immediate return. Despite the charging party providing medical clearance for April 18, 2026—a difference of only eight working days—the District moved for termination.			

(See next page for additional space)

Statement of Charge Continued

- **Retaliatory Discipline (Rice Notice):** The District issued a Rice notice citing "non-cooperation" in the ADA process because the charging party refused to allow legal counsel direct verbal access to their physician. The District recommended termination based on "insufficient documentation," despite the same medical records being validated as sufficient by a Burlington County Superior Court Judge (Docket:FD-03-000449-21) to grant a legal adjournment. Rice notice was issued shortly after employee disclosed to district counsel that they had filed DCFVOCR complaints and reported the district for racketeering.
- **Targeted Investigations:** The District retained special legal counsel on January 16, 2026 (backdated in board minutes), specifically to initiate a "targeted" investigation into the charging party immediately after reports of administrative misconduct were filed, intended to manufacture a record for dismissal.
- 2. **Interference, Coercion, and Hostile Environment (N.J.S.A. 34:13A-5.4(a)(1))**
The public employer used its authority to restrain and coerce the charging party through:
 - **Physical Intimidation:** Documented physical intimidation and offensive touching by the Superintendent on his first official day, December 22, 2025.
 - **Administrative Isolation & Entrapment:** Implementing logistically impossible and medically contraindicated "witness mandates" for all communications with a direct supervisor. The District further issued fraudulent disciplinary action against the charging party's direct supervisor to isolate the charging party and supervisor from established professional support.
 - **Surveillance & Harassment:** Monitoring the charging party with an unusual School Resource Officer (SRO) presence beginning December 1, 2025.
 - **Disparate Public Disclosure:** Publishing the charging party's partial Social Security number on a public agenda on April 17, 2026. While other employees were identified by name, the District refused to use the charging party's name and instead displayed sensitive identifiers for over 24 hours on their website.
- 3. **Unilateral Changes & Fraudulent Conduct (N.J.S.A. 34:13A-5.4(a)(1) and (5))**
The District violated the duty to maintain the status quo and negotiate in good faith by:
 - **Policy Abolishment:** Attempting to abolish sexual harassment policies (without immediate replacement) on February 17, 2026, while a whistleblower claim against the Superintendent was active, potentially creating a "policy vacuum" and removing workplace protections without negotiation.
 - **Document Fabrication:** Producing a fabricated signature sheet on January 29, 2026, to replace a document signed on December 22, 2025. Metadata confirms the document was created on January 15, 2026—shortly after being demanded by the employee—and contains an incorrect training title and school name.
 - **Unilateral Executive Power:** Granting the Superintendent "Unilateral Executive Power" to bypass Board oversight regarding personnel and funds, fundamentally altering the terms and conditions of employment for all unit members.
- 4. **Failure of Duty of Fair Representation (N.J.S.A. 34:13A-5.4(b)(1) and (3))**
The employee organization violated the Act by:
 - **Discriminatory Membership Cancellation:** Abruptly cancelling the charging party's membership on November 10, 2025, using the pretext of a "salary guide" discrepancy for a position that is contractually recognized as "Hourly Cafeteria Personnel" in the district's union contract and as "Hourly Cafeteria Staff" online.
 - **Administrative Collusion:** Failing to intervene or protect the charging party's rights despite verbal admissions by regional union representative that the District has a "tendency" to issue unfounded disciplinary actions while NHTSD/NJEA seemingly bypassed NHTEA local leadership to cancel membership.Charging Party maintains an extensive record of supporting documentation (communications, chronology, metadata logs & analytics) which will be provided upon request.

REMEDY SOUGHT: I. Against the Public Employer (District/Board)

1. **Reinstatement & Make-Whole Relief:** • Immediate restoration to previous position with full seniority, benefits, & rights, effective 4/21/26.
• Full back pay plus interest (N.J.A.C. 19:14-10.1) for the period of termination (4/21- reinstatement) & for medical leave (01/15 - 04/21) necessitated by the employer's hostile actions.
2. **Corrective Action & Status Quo Restoration:** • Expungement: Permanent removal of 4/21 termination, Rice notices, & ALL disciplinary records for ALL involved parties stemming from the "unfounded" investigations of 12/1/25-12/22/2025 & 01/15/2026-4/22/2026
• **ADA Compliance:** A directive to engage in a good-faith "Interactive Process" regarding medical accommodations, free from legal counsel interference & respectful of court-validated clinical documentation.
3. **Injunctive & Cease-&Desist Orders:**
 - **Cease & Desist:** An order prohibiting future retaliation, physical intimidation, fraudulent documentation, bad-faith investigation findings, & employee isolation (including witness-only communication mandates).
 - **Privacy Remediation:** A formal admission of improper SSN disclosure & a permanent order against disparate treatment regarding employee identification on public agendas as a form of public reprisal.
- II. **Public Notice Posting - Compliance Posting:** A requirement for the employer to post a PERC-sanctioned "Notice to Employees" in all school buildings for 60 days, acknowledging the violations & outlining the specific remedial steps taken.

4. REMEDY SOUGHT (State the remedy you request the Commission to order)

III. Against the Employee Organization (Union)

1. **Membership & Representation Rights:**
 - **Retroactive reinstatement** of union membership to November 10, 2025, with all associated rights.
 - **Duty of Fair Representation:** An order requiring the Union to process all grievances abandoned during the period of "cancelled" membership.
 - **Cost Reimbursement:** Compensation for lost time & costs incurred by the employee due to self-representation necessitated by the Union's refusal to provide contractually obligated defense.

5. PLEASE ADVISE:

- 1) Has a grievance been filed which is based upon the same facts alleged in the charge or is otherwise related to the charge?

☒ Yes ☐ No If yes, what is the status of the grievance?

Fraudulent/negligent "investigation" of district by district financed "special legal counsel" resulting in an "unfounded" closure & retaliatory termination of employee.

- 2) Are there any filings at PERC, in court, at the Office of Administrative Law, or before any other administrative agency which are based upon the same facts alleged in the charge or are otherwise related to the charge?

☒ Yes ☐ No If yes, please specify what they are. If possible, please include docket numbers.

Complaints/reports made, OAG, NJ DCR, EEOC, US OCR, BCPO, NJDOE, OAE, SSA OIG, NJ SCI, NJ DCA, NJ OSC (no dockets yet assigned) FCC-#8624442, US DOJ CRD-#763617-WZV & FBI public corruption tip made.

- 3) Are the parties in negotiations?

☐ Yes ☒ No

If yes, in what stage of the negotiations process are the parties (negotiations, mediation, fact-finding, super conciliation, interest arbitration)? Please include the date of the next scheduled negotiations session.

6. CERTIFICATION

I declare that I have read the above charge and that the information is true to the best of my knowledge and belief.

By


(Signature)

Charging Party
(Title)

5/5/26
(Date)