In technical terms, it extends to non-teaching staff members employed by any local or regional school district, educational services commission, jointure commission, county special services school district, or board or commission under the authority of the commissioner of Education or State Board of Education, and to employees, other than faculty members or members of the professional staff, employed at any county college under the authority of the Secretary of Higher Education, the right to submit to binding arbitration any dispute regarding whether there is just cause for a disciplinary action, including, but not limited to, reprimands, increment withholdings, termination or contract non-renewal, irrespective of the stated reason for the employer’s action or failure to act, and irrespective of any contractual or negotiated provision or lack thereof. In the arbitration, the employer bears the burden of proof.

Nothing contained in this amendment is to be regarded as affecting the right of any teaching staff member or majority representative to submit to binding arbitration any dispute involving or relating to a teaching staff member.