

Policy

TENURE

A. Tenure – Employees hired prior to August 6, 2012:

Teaching staff members employed by the Passaic Board of Education prior to August 6, 2012 in the positions of teacher, principal, assistant principal, vice principal, supervisor, director, assistant superintendent, and all school nurses, school athletic trainer and such other positions which require them to hold appropriate certificates issued by the Board of Examiners, shall be under tenure during good behavior and efficiency after employment by the board for:

1. Three consecutive calendar years, or any shorter period which may be fixed by the employing Board for such purpose; or
2. Three consecutive academic years, together with employment at the beginning of the next succeeding academic year; or
3. The equivalent of more than three academic years within a period of any four consecutive academic years.

This shall not apply to employees who do not hold proper certificates in full force.

Tenured employees shall not be dismissed or reduced in compensation except for inefficiency, incapacity, or conduct unbecoming such a teaching staff member or other just cause and then only according to law.

B. Tenure – Employees hired on or after August 6, 2012:

Teaching staff members employed by the Passaic Board of Education on or after August 6, 2012 in the position of teacher, principal, assistant principal, assistant superintendent, supervisor, director, and all school nurses, school athletic trainer and such other employees in positions which require them to hold appropriate certificates issued by the Board of Examiners shall be under tenure during good behavior and efficiency after employment by the board for:

1. Four consecutive calendar years; or
2. Four consecutive academic years, together with employment at the beginning of the next succeeding academic year; or
3. The equivalent of more than four academic years within a period of any five consecutive academic years.

This shall not apply to employees who do not hold proper certificates in full force.

Tenured employees shall not be dismissed or reduced in compensation except for inefficiency, incapacity, or conduct unbecoming such a teaching staff member or other just cause and then only according to law.

In order to receive tenure, teachers hired on or after August 6, 2012 shall complete a district mentorship program during the initial year of employment. He/She shall receive a rating of

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effective or highly effective in two annual summative evaluations within the three subsequent years of employment after the teacher completes the district mentorship program.

In order to receive tenure, principals and assistant principals, hired on or after August 6, 2012 shall receive a rating of effective or highly effective in two annual summative evaluations within the first three years of employment with the first effective rating being received on or after the completion of the second year of employment.

"Effective" or "highly effective" means the employee has received an annual summative evaluation rating of "effective" or "highly effective" based on the performance standards for his/her position established through the board adopted and commissioner approved evaluation rubric.

Tenure in any of the administrative or supervisory positions enumerated in N.J.S.A. 18A: 28-5 et seq. shall accrue only by employment in that administrative or supervisory position. Tenure so accrued shall not extend to any other administrative or supervisory position and nothing in N.J.S.A. 18A: 28-5 shall limit or restrict tenure rights which were or may be acquired, pursuant to N.J.S.A. 18A: 28-6 – Tenure upon Transfer or Promotion, in a position in which the individual actually served.

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Key Words

Tenure, Tenure Accrual

<u>Legal References:</u>	<u>N.J.S.A. 18A: 4-15</u>	General rule-making power
	<u>N.J.S.A. 18A: 4-16</u>	Incidental powers conferred
	<u>N.J.S.A. 18A: 6-10 et seq.</u>	Dismissal and reduction in compensation of persons under tenure in public school system
	<u>N.J.S.A. 18A: 6-117 et seq.</u>	Teacher effectiveness and accountability for the children
	<u>N.J.S.A. 18A: 28-5</u>	Tenure of teaching staff members
	<u>N.J.S.A. 18A: 28-6</u>	Tenure upon transfer or promotion
	<u>N.J.A.C. 6A: 9-15.1 et seq.</u>	Required Professional Development for Teachers
	<u>N.J.A.C. 6A: 10-1.1 et seq.</u>	Educator effectiveness
	<u>N.J.A.C. 6A: 10-3.1</u>	School improvement panel
	<u>N.J.A.C. 6A: 32-4.1(e) (f)</u>	Employment of teaching staff
	<u>N.J.A.C. 6A: 32-5.1 et seq.</u>	Standards for determining seniority

Possible

Cross References: 2130 Administrative staff

TENURE (continued)

*2131	Superintendent
4110.1	Tenure charges
4110.2	Suspension upon certification of tenure charges
*4112.6/4212.6	Personnel records
*4115	Supervision
*4116	Evaluation of teaching staff members
*4117.41	Nonrenewal
*4131/4131.1	Staff development; in-service education/visitations/conferences
*4215	Supervision
*4216	Evaluation
*6143.1	Lesson plans
*6200	Adult/community education

*Indicates policy is included in the Critical Policy Reference Manual.