
Negotiations Concerning Hiring/Firing of Certificated Staff Members

The NJSBA believes that substantive decisions of a board of education concerning the hiring, dismissal or non-renewal of any teaching staff member should not be the subject of either negotiations or arbitration. *[Authority: DA 12/77-CR Teacher Tenure, DA 6/93-SR, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR, DA 11/21-SR]*

Supply of Qualified Candidates

The NJSBA believes that continuous efforts to improve and increase the supply of qualified candidates for school employment are beneficial as long as those efforts do not compromise the quality of the applicant pool and do not result in state mandated intrusions into the authority of local boards of education, including but not limited to their right to: determine their local budgets and deliver an instructional program that best meets the needs of their students and their local communities. *[Authority: DA 5/00-9]*

The NJSBA believes that incentives, such as grants and loans, should be made available to attract outstanding students to the teaching profession, particularly in those areas of critical shortage. Loans to students who agree to teach a certain number of years in areas of critical shortage should be forgiven. *[Authority: DA 12/83-1, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR, DA 11/21-SR]*

Selection of Athletic Coaches

The NJSBA believes that boards should have the authority to hire the best qualified candidate for the position of athletic coach without the need to give priority to a person already employed in the district. Boards should also have the authority to hire non-certificated persons who have demonstrated competence and ability in their field as athletic coaches and/or co-curricular advisors. *[Authority: DA 6/86-4, DA 6/81-30, DA 11/97-SR, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR, DA 11/21-SR]*

Notice of Employment Date

The NJSBA believes that the statutory date set in N.J.S.A. 18A:27-10 for notice of employment for nontenured teaching staff members must be related to the school districts' budget election date and provide boards with sufficient time following a budget election to determine their staffing capabilities for the next school year. In the event of a budget defeat by the voters, that date should be no less than ten (10) days after the school tax levy is certified to the county board of taxation. *[Authority: DA 10/78-CR Budget Statutes, BD 10/79, DA 6/83-1, DA 11/96-CR (School Finance), DA 5/02-SR, DA 11/02-2, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR, DA 11/21-SR]*

Cross References:	3100	Budget planning, preparation and adoption
	4110	Tenure
	4112.2	Certification
	4112.5	Criminal history check
	4114	Transfer
	4116	Evaluation
	4141	Salary guides
	4145	Retirement
	4211	Recruitment, selection, hiring - noncertificated staff
	9300	Governance

Key Words: staff, candidates, coaches, notice