

Riffing Projections

The NJSBA believes that boards of education should not be required to project their precise staffing needs and riffing patterns a year or more in advance and should not be required to provide inservice training and counseling to teachers who will be moved into areas in which they are certified but inexperienced. *[Authority: BD 6/79, BD 4/93-SR, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Tenure Rights in RIFs

- A. **The NJSBA believes** that, in the event of a RIF, a tenured staff member's entitlement to other positions in the district shall be determined solely in accordance with seniority earned as a result of actual service in a subject area endorsement. *[Authority: DA 11/95-4, DA 11/96-SR]*
- B. **The NJSBA believes** that supplemental teachers who have been employed under an instructional certificate in a capacity where he/she provided individual or small group instruction to classified or nonclassified children, and did not have primary responsibility for a class of either classified or nonclassified children, should not be authorized to assert seniority rights to a regular classroom teaching position. *[Authority: DA 11/95-4, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Standards for Certification and Riffing

The NJSBA believes that actual experience in a given area be required for maintenance of certification and that actual experience in a given area should be required in order to assert bumping rights. *[Authority: DA 12/76-16, DA 6/78-23, 23a, BD 6/79, DA 1/80-22, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Seniority

- A. **The NJSBA believes** that the seniority statute, regulations and case law thwart school management's ability to operate efficiently and in the best interests of students; and that a school board should be able to rely upon criteria, such as staff member's teaching experience and job performance, when determining whom it will retain on staff after a reduction in force. *[Authority: BD 3/13]*
- B. **The NJSBA believes** that a separate seniority category for part-time teaching staff members should be created. *[Authority: DA 12/83-11, DA 11/96-SR]*
- C. **The NJSBA believes** that a separate category of remedial instructor should be created that specifically precludes the accrual of seniority and the requisite bumping rights in a category in which the employee has no experience. *[Authority: DA 12/83-10, DA 11/96-SR]*
- D. **The NJSBA believes** that seniority credit for military service should not extend beyond tenured teachers whose employment within a district has been interrupted by military service. *[Authority: DA 12/84-16, DA 11/96-SR]*
- E. **The NJSBA believes** that, in the event of a Reduction In Force (RIF), the seniority rights of supplemental teachers should be limited to positions at the grade level (secondary or elementary) and subject matter in which the teacher has had experience in the district. *[Authority: DA 11/95-4, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Time Limit for Reemployment Rights

The NJSBA believes that the time period of reemployment entitlements for teaching staff members who have been the subject of a Reduction In Force should be limited to a two year period. [*Authority: DA 6/90-6, BD 4/93, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR*]

Cross References: 4110 Tenure
4112.2 Certification
4117 Separation

Key Words: RIF, rifting, certification, seniority