

Current Mandated Benefits/New Mandated Benefits

The NJSBA believes that benefits that would be items for local negotiations should not be granted to employees through legislative action that establish minimum, maximum or absolute levels of benefits for public employees. *[Authority: DA 5/63-8, DA 12/72-3, DA 6/78-24, DA 6/77-11, DA 12/76-23, DA 6/78-19, DA 10/78-CR (PERC), DA 6/93-SR, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Teacher Compensation

- A. **The NJSBA believes** that a district's method of compensating employees should be based on a salary structure that has a rational basis which reflects the goals and objectives of the school system.
- B. **The NJSBA believes** that boards should carefully review and analyze their existing compensation plans to determine whether their salary guides reflect their districts' compensation and personnel goals and consider new compensation models including, among other factors, differentiated staffing models, relative workload, degrees of responsibilities and performance as methods of determining compensation. *[Authority: DA 5/72-CR Compensation, DA 12/81-13, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Increases in State Mandated Minimum Teacher Salary

- A. **The NJSBA believes** any future raises in the state's mandated minimum salary for starting teachers should not occur unless a special committee has been established to study the funding requirements and educational implications of the proposal and reports its findings to the Governor, the Legislature, the New Jersey School Boards Association, local school boards and the property-owning taxpayers of New Jersey.
- B. **The NJSBA believes** that financial responsibility for any increase in the mandated minimum salary should be assumed by the state. *[Authority: DA 6/85-1, DA 6/85-1A, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Cross References: 4141 Salary guides
4142 Salary checks and deductions
4144 Insurance/worker's compensation
4145 Retirement compensation

Key Words: benefits, negotiations, compensation, salary