

PERSONNEL
EMPLOYMENT PRINCIPLES

Principles Regarding Employment

The policies contained herein shall govern the employment of the New Jersey School Boards Association personnel and are written expressions of management philosophy and direction intended to ensure the consistent conduct of Association affairs in conformity with the mission, values and legal obligations of the Association.

The purpose of Association policies is to ensure through uniform procedures and standards, (i) compliance with applicable laws and regulations, (ii) adoption of operational efficiencies and best ethical practices, and (iii) promotion of mission centered values and objectives.

Employment with the Association is “at-will” which means that the Association can terminate employment at any time for any reason, except an illegal one, or for no reason without incurring legal liability. Similarly, an employee is free to leave employment at any time for any or no reason with no adverse legal consequences.

At-will also means that the Association can change the terms of the employment relationship with no notice and no consequences. For example, the Association can alter wages, modify benefits, or revise paid time off. Additional information can be found at www.nj.gov/labor.

These policies and regulations have been developed by the Executive Director and approved by the NJSBA Board of Directors and may be amended at the discretion of the NJSBA's Board of Directors.

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BD 3/85
BD 9/94
BD 10/00

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