

POLICY

Board of Education

Bernards Township

File Code: 3142

NONRENEWAL OF A NONTENURED TEACHING STAFF MEMBER

The Board of Education recognizes its obligation to employ only those professional staff members best trained and equipped to meet the educational needs of the pupils of this District. The Board shall discharge that obligation by retaining in service only those nontenured teaching staff members who meet those standards. When it appears that a teaching staff member's performance does not meet the standards of our District, the Superintendent shall consider recommending to the Board that any such member not be reemployed. Contracts for nontenured staff can be renewed upon the Superintendent's recommendation and a majority vote of the full Board. The Board may not withhold its approval for arbitrary and capricious reasons.

The Board shall meet before May 15 of each year to consider the Superintendent's recommendation(s) for the renewal and nonrenewal of contracts for nontenured employees and to determine those teaching staff members who will not be reemployed. Each employee whose reemployment will be discussed in an executive session of the full Board meeting will be so notified in order that he or she may request discussion at a public meeting of the full Board.

The Board shall notify each teaching staff member to whom reemployment will not be offered of such nonrenewal in writing no later than May 15. Any teaching staff member whose contract has not been renewed by the Board may apply in writing to the Board within fifteen days of notification for the reasons for nonrenewal. The Board will provide a written statement of reasons within thirty days of the receipt of any such request. The Board will also provide any nonrenewed teaching staff member with an opportunity to meet informally with the Board, provided that a request for such an appearance is received within ten days after the teaching staff member receives the statement of reasons provided by the Board.

The Board is not required to offer reemployment or vote on reemployment after an informal hearing with a nontenured teaching staff member who was not recommended for reemployment by the Superintendent. The Board may, with a majority vote of its full membership in public session and without the recommendation of the Superintendent, offer the teaching staff member reemployment after an informal hearing.

N.J.S.A. 18A:27-3.1 et seq., 18A:27-10 et seq.;
18A:27-4.1

N.J.A.C. 6A:32-4.5; 6A:32-4.6

ADOPTED: February 15, 1999

REVIEWED: June 1, 2010