

Policy

NONRENEWAL – SUPPORT STAFF

The Egg Harbor City Board of Education will renew the employment contract of a nontenured support staff member only upon the recommendation of the chief school administrator and by a recorded roll call majority vote of the full membership of the board. The board will not withhold its approval for arbitrary and capricious reasons.

The chief school administrator shall notify the board of the recommendation not to renew the support staff member's contract and the reasons for the recommendation. The support staff member whose contract is not renewed has the right to a written statement for the reasons for non-renewal. The board will also provide any non-tenured support 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 support staff member receives the statement of reasons provided by the board.

This policy does not apply to the contract renewal of the treasurer of school moneys, board auditor, board attorney or board secretary, except a board secretary who performs business administrator's functions,

Adopted: July 14, 2004
NJSBA Review/Update: June 2015
Readopted: August 12, 2015

Key Words

Nonrenewal, Nontenured Teachers

Legal References: N.J.S.A. 18A:27-3.1 Non-tenured teaching staff; observation and evaluation; conference; purpose
N.J.S.A. 18A:27-3.2 Teaching staff member; notice of termination; statement of reasons; request; written answer
N.J.S.A. 18A:27-4.1 Appointment, transfer, removal, or renewal of officers and employees; exceptions
N.J.S.A. 18A:27-10 et seq. Nontenure teaching staff member; offer of employment for next succeeding year or notice of termination before May 31
N.J.A.C. 6A:10-8.1 Procedure for appearance of nontenured teaching staff members before a district board of education upon receipt of notice of nonreemployment
N.J.A.C. 6A:32-4.1 et seq. Employment of teaching staff
See particularly:
N.J.A.C. 6A:32-4.1(c),-4.1(d)

Donaldson v. North Wildwood Bd. of Ed., 65 N.J. 236 (1974)

Hicks v. Pemberton Township Board of Education, 1975 S.L.D. 332

Velasquez v. Brielle Board of Education, 97 N.J.A.R. 2d (EDU) (August 6), aff'g on different grounds Comm'r 96 N.J.A.R. 2d (EDU) (April 4)

Possible

Cross References: *4215 Supervision
*4216 Evaluation
*4117.4/4217.4 Reduction in force/abolishing a position

NONRENEWAL (continued)

*Indicates policy is included in the Critical Policy Reference Manual.