

NONRENEWAL

Any teacher who is not under tenure and who is to be released at the end of any current school year shall be notified of such intention in conference with either the building principal, a member of the superintendent's staff, or both. Such notification shall be made official in writing by April 30th of such school year. Copies of such letter of release shall be made a part of the documentation materials of the agenda of the board of education at the meeting subsequent to such notice.

A timely written request from a nontenured teaching staff member for a written statement of reasons for nonreemployment will be honored by the Township of Union Board of Education in accordance with law and code.

An informal appearance before the board may be requested in writing within 10 calendar days and shall be scheduled within 30 days of receipt of the board's statement of reasons.

It is the board of education's prerogative to determine the date, starting time and length of an informal appearance, the purpose of which shall be to permit the staff member a final opportunity to convince the board of education to offer reemployment. Written notice of date and time will be provided to the staff member at least five days prior to the informal appearance.

The nontenured teaching staff member may be represented by counsel or one individual of his/her choosing and may present witnesses on his/her behalf. Those witnesses are not subject to cross-examination by the board of education and will be excused from the hearing after making their statements.

Within three days following the informal appearance, the board of education or its designee will notify the teaching staff member, in writing, of the board's final decision.

Adopted: June 1999
NJSBA Review/Update: March 2012
Readopted: June 2013

Key Words

Nonrenewal, Nontenured Teachers

Legal References: <u>N.J.S.A.</u> 18A:27-3.1	Non-tenured teaching staff; observation and evaluation; conference; purpose
<u>N.J.S.A.</u> 18A:27-3.2	Teaching staff member; notice of termination; statement of reasons; request; written answer
<u>N.J.S.A.</u> 18A:27-4.1	Appointment, transfer, removal, or renewal of officers and employees; exceptions
<u>N.J.S.A.</u> 18A:27-10 <u>et seq.</u>	Non-tenure teaching staff member; offer of employment for next succeeding year or notice of termination before May 31

NONRENEWAL (continued)

N.J.A.C. 6A:32-4.1 et seq. Employment of teaching staff

See particularly:

N.J.A.C. 6A:32-4.1(e),-4.1(f)

N.J.A.C. 6A:32-4.6 Procedure for appearance of nontenured teaching staff members before a district board of education upon receipt of notice of non re-employment

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: *4115 Supervision
*4116 Evaluation
*4117.4 Reduction in force/abolishing a position

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