

POLICY

Board of Education

Bernards Township

File Code: 4146

NONRENEWAL OF NONTENURED SUPPORT STAFF EMPLOYMENT CONTRACTS

The Board will renew the employment contract of a nontenured support staff member upon the recommendation of the Superintendent 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. A nontenured support staff member who is not recommended for renewal by the Superintendent is deemed nonrenewed.

The Superintendent shall notify the Board of the recommendation not to renew the support staff member's contract and the reasons for the recommendation. This recommendation will be made in executive session at a full Board meeting or in public session after the employee has been notified of the recommendation and the employee requests the discussion be held in the public session. The support staff member whose contract is not renewed has the right to a written statement for the reasons for nonrenewal. The Board will also provide any nontenured support staff member with an opportunity to meet informally with the Board, provided that a request for such an appearance is received within ten (10) days after the support 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 support 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 support staff member reemployment after the employee has had the opportunity to meet informally with 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.

N.J.S.A. 18A:27-4.1.

ADOPTED: February 15, 1999

REVIEWED: June 1, 2010