

Policy

CONCEPTS AND ROLES IN PERSONNEL

The board shall create and maintain a sufficient number of positions to provide for the specific educational needs of the pupils in the district's programs. Only the board can create a new position or appoint a person to an existing position; specify the number of employees in each category; fix the initial salary for new positions and new employees. Only the board can determine the duties of any such in order to meet the needs of a changing school population and the community; to implement newly designed courses and activities for the pupils of the district; and administer the district in a thorough and efficient manner.

Before any new position is established the superintendent shall present for the board's approval a job description for the position which specifies qualifications, performance responsibilities, and the method by which the performance of these responsibilities will be evaluated.

The superintendent shall recommend candidates for appointment by the board. If all candidates presented are rejected, the superintendent shall present a new selection.

The board directs the superintendent to maintain a comprehensive and timely collection of job descriptions for all professional staff positions.

The superintendent shall be responsible for supervision and evaluation of all professional employees.

Date: April 27, 1993
NJSBA Review/Update: February 2008
Readopted: March 19, 2008

Legal References: N.J.S.A. 18A:6-75 through -78 Teacher performance evaluation project
N.J.S.A. 18A:16-1 Officers and employees in general
N.J.S.A. 18A:27-3.1 Non-tenured teaching staff; observation and evaluation; conference; purpose
N.J.S.A. 18A:27-4 Power of boards of education to make rules governing employment teachers, etc.
N.J.A.C. 6A:32-4.4 Evaluation of tenured teaching staff member
N.J.A.C. 6A:32-4.5 Supervision of instruction: observation and evaluation of nontenured teaching staff members

Cross References: 4111 Recruitment, Selection and Hiring
4211 Recruitment, Selection and Hiring