

**Policy**

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EMPLOYMENT CONTRACT – TEACHING STAFF AND SUPPORT STAFF

The Frenchtown Board of Education requires for the mutual protection of each regularly employed nontenured, noninstructional staff member and for the district that each such employee be required to sign an annual contract.

Each employment contract shall specify:

- A. The salary at which the person is employed;
- B. The intervals at which the salary will be paid;
- C. The conditions of the probationary period;
- D. A provision for termination of contract on 60 day notice duly given.

Should an employee be offered in error a contract for a salary which differs from that approved by the board, the salary approved by the board shall be the salary paid.

Should an employee terminate without giving the contractually specified notice, he/she shall be paid only for the days worked.

Adopted: January 30, 2007  
NJSBA Review/Update: September 2016  
Readopted: February 28, 2017

Key Words

Contract, Employment Contract

<b>Legal References:</b>	<u>N.J.S.A.</u> 10:5-1 <u>et seq.</u>	Law Against Discrimination
	<u>N.J.S.A.</u> 18A:3-15.2	Fraudulently issued, obtained, forged or altered degree or certification; use in connection with business or occupation
	<u>N.J.S.A.</u> 18A:6-5	Inquiry as to religion and religious tests prohibited
	<u>N.J.S.A.</u> 18A:6-6	No sex discrimination
	<u>N.J.S.A.</u> 18A:6-7.1, -7.5	Criminal history record; employee in regular contact with students; grounds for disqualification from employment; exception
	<u>N.J.S.A.</u> 18A:11-1	General mandatory powers and duties
	<u>N.J.S.A.</u> 18A:16-1	Officers and employees in general
	<u>N.J.S.A.</u> 18A:26-1, -1.1, -2	Citizenship of teachers, etc.
	<u>N.J.S.A.</u> 18A:27-1 <u>et seq.</u>	Employment and Contracts
	<u>See particularly:</u>	
	<u>N.J.S.A.</u> 18A:27-4.1	Appointment, transfer, removal, or nonrenewal of officers and employees, exceptions
	N.J.S.A. 18A:27-10.2	Paraprofessionals; written notice of “no offer” or “offer” of continued employment
	<u>N.J.S.A.</u> 18A:54-20	Powers of board (county vocational schools)
	<u>N.J.S.A.</u> 26:8A-1 <u>et seq.</u>	<u>Domestic Partnership Act</u>

EMPLOYMENT CONTRACTS (continued)

<u>N.J.S.A.</u> 52:14-7	Residency Requirements
<u>N.J.A.C.</u> 6A:7-1.1 <u>et seq.</u>	Managing for Equality and Equity in Education
<u>See particularly:</u>	
<u>N.J.A.C.</u> 6A:7-1.4,-1.8	
<u>N.J.A.C.</u> 6A:30-1.1 <u>et seq.</u>	Evaluation of the Performance of School Districts

**Possible**

<b><u>Cross References:</u></b> *2131	Chief school administrator
*4111	Recruitment, hiring and selection
*4111.1/4211.1	Nondiscrimination/affirmative action
*4112.2	Certification
*4112.6/4212.6	Personnel records
*4112.8/4212.8	Nepotism
*4121	Substitute teachers
*4111	Recruitment, hiring and selection
*4222	Noninstructional aides
*5120	Assessment of individual needs
*6010	Goals and objectives

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