

**EXCERPT FROM THE MINUTES OF THE REGULAR PUBLIC MEETING OF THE  
BOARD OF EDUCATION OF RIDGEWOOD  
BERGEN COUNTY, N.J. AS RECORDED IN THE  
OFFICIAL MINUTE BOOK**

The Board of Education of Ridgewood, in the County of Bergen, New Jersey, convened in public session on Monday, April 2, 2012 at 7:28 p.m. in the Education Center, 49 Cottage Place, Ridgewood, New Jersey.

The following members of the Ridgewood Board of Education were present:

Ms. Sheila Brogan; Ms. Christina Krauss; Mr. Vincent Loncto; Mr. Robert Hutton, Vice-President; Ms. Michele Lenhard, Board President

The following members were absent: None

**Resolution Seeking Amendments to TeachNJ - S1455 To Retain Board of Education and Superintendent Authority over Personnel Decisions**

**Whereas**, under current law, school district hiring decisions are made based upon the recommendation of the superintendent and the Board of Education's approval or rejection of that recommendation; and

**Whereas**, the superintendent when making hiring decisions listens carefully to the perspective and input of district supervisors and school principals; and

**Whereas**, the superintendent also considers district staff vacancies and resources, instructional and educational goals, and student enrollment when recommending staff to be hired to the Board of Education; and

**Whereas**, TeachNJ gives sole authority to appoint or remove instructional staff to the principal, in consultation with a school improvement panel, and requires the mutual consent by the principal and teacher, assistant principal and vice principal for placement in a school. If the principal does not consent, then the employee would be placed in a priority hiring pool. Furthermore, the superintendent is precluded from recommending a staff member be hired or assigned to a school without the principal's consent; and

**Whereas**, TeachNJ establishes a priority hiring pool requiring that staff in this pool be paid their full salary and benefits for up to 12 months when an assignment is not mutually agreed upon by the staff member and the principal; and

**Whereas**, TeachNJ would completely remove the Board of Education and the superintendent from personnel decisions and replace the current district-focused system of teacher hiring and assignment with a system that promotes employee and school motivated hiring and assignment decisions; and

**Whereas**, TeachNJ would not promote cost efficiencies or effectiveness and would negatively impact the hiring and assignment practices that are focused on students' needs and achievement; and

**Whereas**, TeachNJ also proposes a requirement that tenured teachers, principals, and assistant principals in positions eliminated due to reductions in force (RIF) would be placed on paid leave of absence, with benefits for 12 months, following a RIF, if no mutual agreed upon assignment is identified; and

**Whereas**, budgetary reasons and/or declining student enrollments drive districts to eliminate positions; and

**Whereas**, Public schools funding has been reduced in the last few years causing staff reductions; and

**Whereas**, to require districts to pay full salaries and provide full benefits for 12 months to a tenured staff member who has been laid off for budgetary reasons would cause unwarranted and excessive financial burden on the school district and the local taxpayer;

**Now, therefore, be it resolved**, that the Ridgewood Board of Education urges the legislature to amend the TeachNJ Act to ensure that personnel hiring and placement decisions remain under the authority of the superintendent with approval of the Board of Education; and be it further

**Resolved**, that the Ridgewood Board of Education urges the legislature to amend the TeachNJ Act to ensure that employees whose positions are eliminated due to RIF and employees who do not have a school assignment due to lack of their or their supervisor's consent are not paid their full salary with benefits for 12 months; and be it further

**Resolved**, that this resolution be delivered to Governor Chris Christie; State Senate President Stephen M. Sweeney; Senator Teresa Ruiz and the members of the Senate Education Committee; Assembly Speaker Sheila Y. Oliver; Assemblyman Patrick Diegnan and the members of the Assembly Education Committee; Senator Kevin O'Toole; Assemblyman Scott Rumana; and Assemblyman David Russo; and be it further

**Resolved**, that copies of this resolution be sent to NJSBA, BCSBA, NJASA, NJASBO, and the Garden State Coalition of Schools.

Ms. Lenhard moved approval of the Resolution Seeking Amendments to TeachNJ - S1455 To Retain Board of Education and Superintendent Authority over Personnel Decisions.

Mr. Loncto seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Krauss, Mr. Loncto, Mr. Hutton, Ms. Lenhard

NAYS: None

I certify that this is a true and correct excerpt from the Ridgewood Board of Education minutes.

\_\_\_\_\_  
Date

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Jennifer Ulman  
Assistant Board Secretary