

Think **TENURE** doesn't matter to you?

An administrator's relative needs a job? **FIRED!**

Earning too much? **FIRED!**

Advocating for a special needs student? **FIRED!**

Unfounded parent or student complaint? **FIRED!**

Personal life being judged? **FIRED!**

Disagreement with an influential parent? **FIRED!**

Board member's child a discipline problem? **FIRED!**

Defending your curriculum? **FIRED!**

Unsubstantiated rumors about you? **FIRED!**

Disciplined without due process? **FIRED!**

Active in your association? **FIRED!**

Politics in the classroom? **FIRED!**

Beliefs in question? **FIRED!**

A fair tenure process protects teachers **AND** students.

Why does NJEA support smart tenure reform?

Tenure is not a job for life, and it is not intended to protect ineffective teachers. It is a fair dismissal process that protects good teachers from bad treatment.

- NJEA supports:**
- ▶ Having a first-year residency with a qualified senior teacher thereby adding a fourth year of teaching before tenure is earned
 - ▶ Providing strong mentoring and professional resources for the first four years
 - ▶ Significantly reducing time and expense by shortening dismissal timelines
 - ▶ Maintaining due process for tenure dismissal through binding arbitration
 - ▶ Providing struggling teachers an opportunity to improve, and giving districts a fair process to remove those who do not

- Outside proposals support:**
- ▶ Removing tenure after one or two years of “ineffective” ratings
 - ▶ Job evaluation and tenure based largely on test scores
 - ▶ Tenure must be renewed every five years
 - ▶ Tenured staff can revert to nontenured status
 - ▶ Elimination of seniority in RIF decisions
 - ▶ Allowing principals to remove teachers who have lost tenure status

Summary: NJEA’s tenure reform proposal protects effective teachers from unfair treatment, but allows districts to remove ineffective teachers who do not improve. It enhances support and evaluation for new teachers during their initial years in the classroom. While NJEA’s tenure reform streamlines the process for removing teachers shown to be ineffective, it preserves the right of teachers to defend themselves against unfair or illegal treatment.

Stay Informed:

Text Messages

Don’t get left behind.

Text the word

REFORM to **738674**

to receive updates and be ready to take action.



**STAY INFORMED!
STAND UNITED!
SPEAK OUT!**

Or simply scan the QR code to send a text message & sign up.

NJEducatorsForReform.com

Educators for Reform is a website established by NJEA to provide the general public with information and tools to understand and then lobby for smart education reform. Similar to the **Kids and Families** website, **Educators for Reform** will be promoted primarily through web-based advertising. When visitors to the site sign the petition, they are also signed up to receive updates so they can take action. Please visit the site, sign the petition, and then direct your interested friends and family members to take part.

njeducatorsforreform.com

For more information visit:
njea.org

