

Is it Negotiable?¹

Under the New Jersey Public Employer-Employee Relations Act, school boards are required to negotiate with an employee representative seeking to discuss the following topics²:

<ul style="list-style-type: none">● After school teacher-only workshops.● Chapter 78● Compensation – all forms.● Discipline procedures.● Duration of the contract agreement.● Duty-free lunch.● Hiring procedures.● Hours of work.● Insurance, including disability.● No-strike provision.● Overtime provisions, rotation, pay rate.● Payment for unused accumulated sick days.● Personal leave.● Physical facilities and working conditions.● Posting procedures.	<ul style="list-style-type: none">● Preparation periods – length and number of.● Release time.● Safety issues.● Salary guide initial placement, credit for experience, education.● Sick day bank.● Sick leave● Summer session – procedures for filling positions.● Teacher-pupil contact time.● Teaching periods – number of.● Tuition reimbursement.● Vacations.● Workload.● Workday – length of.● Work schedule including creation of new shifts.
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The following is a list of topics deemed *illegal* to negotiate per the same act:

<ul style="list-style-type: none">● Absenteeism and tardiness policies.● Academic calendar.● Budget formulation.● Class size.● Curriculum.● Decision to assign bus, cafeteria, corridor, and playground supervision (compensation is, however, negotiable).● Decision to reschedule snow days during teacher vacation period.● Design of students' school day.● Evaluation	<ul style="list-style-type: none">● Facilities relating to the education process.● Instructional materials.● Lesson plans.● Number of employees and deployment of personnel.● Parent-teacher conferences:<ul style="list-style-type: none">○ Decision to schedule.○ Changes in number.● Staffing – number of employees.● Student related issues.● Teacher aides – use of.● Tenure-certificated employees.
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¹ This document is based on a similar entry in the [NJEA Collective Bargaining Manual \(p. 6\)](#).

² The lists on this document are not exhaustive, but represent common concerns.