

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.