

18A:60-14

LEGISLATIVE HISTORY CHECKLIST

(State and county colleges -- non-faculty professional employee -- allow leaves of absence up to 1 year)

HJSA 18A:60-14

LAWS OF 1979

CHAPTER 21

Bill No. S1296

Sponsor(s) Lipman and others

Date Introduced August 14, 1978

Committee: Assembly Education

Senate Education

Amended during passage XXX No

Date of Passage: Assembly January 22, 1979

Senate October 19, 1978

Date of approval February 8, 1979

Following statements are attached if available:

Sponsor statement Yes XX

Committee Statement: Assembly XXX No

Senate Yes XX

Fiscal Note XXX No

Veto message XXX No

Message on signing XXX No

Following were printed:

Reports XXX No

Hearings XXX No

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9/1/78

SENATE EDUCATION COMMITTEE

STATEMENT TO

SENATE, No. 1296

STATE OF NEW JERSEY

DATED: SEPTEMBER 25, 1978

PROVISIONS:

The proposed legislation permits staff members of State and county colleges who are on a non-tenure track to take a 1-year leave of absence during their probationary period without affecting their opportunity to obtain job security through a multi-year contract after 5 years of service.

BACKGROUND:

Under current statute staff members in the State and county colleges who are on a "non-tenure track" may be evaluated and offered multi-year contracts after five years of consecutive service. In the event that the probationary period is interrupted due to illness or pregnancy staff members must begin the 5-year cycle again. This system has been challenged on the basis that it is discriminatory with respect to female professionals taking pregnancy leaves.

The Department of Higher Education has proposed the amendatory language to N. J. S. 18A:60-14 to correct the deficiency through legislative rather than court action.

COMMITTEE POSITION:

The Senate Education Committee strongly supports the proposed legislation which would permit many women who have taken leaves of absence for pregnancy to be considered for multi-year contracts after 5 years of service.

FISCAL IMPLICATIONS:

None

POSITIONS ON THE PROPOSED LEGISLATION:

The Department of Higher Education strongly supports the proposed legislation.

SENATE, No. 1296

STATE OF NEW JERSEY

INTRODUCD AUGUST 14, 1978

By Senators LIPMAN, FELDMAN, YATES, EWING
and DUMONT

Referred to Committee on Education

AN ACT to amend "The State and County College Tenure Act,"
approved June 7, 1973 (P. L. 1973, c. 163).

1 BE IT ENACTED *by the Senate and General Assembly of the State*
2 *of New Jersey:*

1 1. Section 9 of P. L. 1973, c. 163 (C. 18A:60-14) is amended to
2 read as follows:

3 9. Members of the professional staff not holding faculty rank
4 may be appointed by a board of trustees for 1-year terms; provided,
5 however, that after employment in a college for 5 consecutive
6 academic years *or for the equivalent of 5 academic years within a*
7 *period of any 6 consecutive academic years*, such employees may be
8 offered contracts of no more than 5 years in length. During the
9 period of such contracts, such employees shall be subject to dis-
10 missal only in the manner prescribed by subarticle B of article 2
11 of chapter 6 of Title 18A of the New Jersey Statutes, and must
12 be notified by the president not later than 1 year prior to the
13 expiration of such contracts of the renewal or nonrenewal of the
14 contract.

1 2. This act shall take effect immediately, except that individuals
2 qualifying for multi-year contracts under the provisions of this act
3 shall be considered for such contracts during the normal contract
4 renewal cycle at the institution in which they are employed.

STATEMENT

The Legislature originally provided the option of multi-year contracts at the state and county colleges to establish a measure of job security for professional staff. To qualify for such job security, a professional staff member must first serve a proba-

tionary period of 5 academic years where the quality of his or her work is observed and evaluated. Unavoidable interruptions in service due to illness, pregnancy or other cause, currently compel a professional staff member to begin the 5-year probationary period again. This legislation would permit an interruption in service of up to one academic year, without requiring the staff member to begin the probationary period anew. This provision is similar to that provided faculty members in the process of qualifying for tenure.
