

# REGULATION

## NORTHVALE SCHOOL DISTRICT

TEACHING STAFF MEMBERS  
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Separation/Disciplinary  
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### R 3152 SEPARATION/DISCIPLINARY ACTION/WITHHOLDING AN INCREMENT

No advancement on a salary guide, including annual increments and raises as set forth in guides now in effect or as may be adopted from time to time by the Board of Education, shall be considered automatic. Advancement on any such guide shall require favorable reports covering professional competence, performance of duties assigned, and record of attendance of each employee.

As a general policy, the Board will not withhold a salary increment on the basis of a single poor evaluation or a single incident except in flagrant cases. A staff member should generally be given a year to demonstrate the effectiveness of the recommended remedial action before punitive action is taken.

The Superintendent must also show to the satisfaction of the Board that the standards by which an employee has been evaluated are not exceptional or unusual and are expected of all employees in a similar classification.

Procedures for the dismissal of certified employees are governed by law, and all action of the Board of Education, as well as the rights and privileges of employees, are clearly identified in the statutes. Certified employees are dismissed only when all efforts to assist the teacher to achieve professional standards of teaching competence have been undertaken.

N.J.S.A. 18A:25-7, N.J.S.A. 18A:29-14,  
N.J.A.C. 6:24-4.1

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