

NJSBA Labor & Employment Summit

Legislative Update

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Staffing Shortages

Elimination of Performance-Based Assessment / “edTPA bill” S-896/A-677

As Passed by Legislature:

- CE/CEAS/Standard certification candidates would no longer be required to complete a Commissioner-approved performance-based assessment (currently *edTPA*).
- An educator preparation program *may*, at its discretion, require candidates to complete a performance-based assessment approved by the EPP

Conditional Veto (9/22/22):

- Eliminates “Commissioner-approved” assessment...*but* candidates must complete an assessment approved by an EPP
- “EPPs know their candidates best and are best positioned to select or create the most appropriate performance-based assessment for candidates in their programs.”
- Effective: Candidates completing EPP Spring 2024

➤ *Status: Conditional Veto Received in Senate – Expected to Concur*



Staffing Shortages

Type S School Bus Drivers

S-1682/S-2152/A-3565

- Eliminates need to obtain a CDL (or other endorsements) to transport students to and from school and school-related activities
 - Type S: A gross vehicle weight rating of 3,000 pounds or more that was designed by the manufacturer with a maximum seating capacity of nine or fewer passengers, excluding the driver.
 - BOEs/contractors would be required to provide certain training to these non-CDL Type S bus drivers.
 - EX: Safety education; Students with Special Needs
 - Drivers still subject to various provisions of law applicable to school bus drivers (e.g, background checks; cell phone ban; leaving pupil on bus)
- *Status: Passed Assembly (76-0). Approved by Senate Transportation Committee.*



Staffing Shortages

Grow Your Own Loan Redemption Program A-1840/S-2350

- Purpose: encourage students who graduated high school from a school district with a shortage of teachers to return to teach in that school district
- Redeem a portion of student loan expenses
 - \$10,000/year → \$50,000 maximum
- Eligibility
 - a. Teach full-time in school district from which they graduated high school – or a district they have lived in for more than five years;
 - b. District is experiencing a teacher shortage; and
 - c. Outstanding State or federal loan balance

➤ *Status*: *Passed one committee in each House. 2nd referenced.*



Staffing Shortages

NJ Educator Scholarship Program S-2661/A-3681

- Purpose: Provide incentives for high-achieving students to pursue careers in education.
- 50 college scholarships awarded annually
 - Covers any tuition not paid for by other grants/scholarships (up to 18 credits)
 - Also, \$5000/year stipend until graduation/EPP completion
- Eligibility:
 - a. Resident of NJ
 - b. Enrolled full-time in an EPP
 - c. May limit to “high demand” subjects (STEM, bilingual, special education)
- Accept full-time employment in NJ public school for at least three full school years
 - Within five years of graduating and completing an educator preparation program
 - Payback provisions

➤ *Status: Passed one committee in each House. 2nd referenced.*



Staffing Shortages

Re-Hiring Non-Teaching Staff Retirees S-1559

- Allows for employment of retired “non-instructional staff members”
 - No reenrollment in pension system (PERS) – earn salary and pension simultaneously
 - Not permanent – Applicable to 2021-22, 2022-23 and 2023-24 school years
 - Must fill a “critical need” (?)
 - No more than two years (unless Commissioner approves)
 - Similar Laws
 - Interim superintendents
 - P.L.2021, c.296: School Nurses (Permanent)
 - P.L.2021, c.408: Teachers / Providers of Special Services (Only thru 2022-23)
- *Status: Approved by Senate State Government Committee. 2nd referenced.*



Staffing Shortages

Alternative Teaching Pathways S-1553

- Permits State Board to authorize “alternative teaching certificates” (CE and CEAS)
 - Similar to “Limited” CE/CEAS Pilot → *Implementation Underway*
 - Must complete all CEAS requirement, except:
 - Minimum score on subject matter test (Praxis II)
 - Must complete all CE requirements, except:
 - Minimum score on basic skills test (Praxis Core); or
 - Minimum score on Praxis II
 - Earn Standard Certificate after 4 years of continuous employment
- *Status: Passed Senate (40-0).*



Staffing Shortages

Advertising Campaign

A-3586

- Multimedia advertising campaign to attract candidates to the teaching and education support professions as “engaging, dynamic, and rewarding career opportunities”
 - Promote financial support opportunities (e.g., scholarships, student loan redemption programs)
 - Targeted approach:
 - Underrepresented racial groups
 - High-demand fields, (e.g., special education, STEM, world languages, bilingual)
 - High-demand fields of education support professions
- *Status: Approved by Assembly Education Committee. 2nd referenced.*



Staffing Shortages

Residency Requirement S-904

- “New Jersey First Act” → Effective: Sept. 1, 2011
 - Eliminates residency requirement for public school employees
 - “good faith” effort to hire NJ workers
 - Only applies to new hires
 - Three-year pilot program
 - Report: “effectiveness, any unintended consequences, and any recommendations for legislation”
- *Status: Approved by Senate Education Committee.*



Thank You!

Any Questions?

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