

ASSEMBLY, No. 1676

STATE OF NEW JERSEY
221st LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2024 SESSION

Sponsored by:

Assemblywoman PAMELA R. LAMPITT

District 6 (Burlington and Camden)

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SYNOPSIS

Requires DOE to establish database of novice teachers and host job fairs.

CURRENT VERSION OF TEXT

Introduced Pending Technical Review by Legislative Counsel.



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1 AN ACT concerning school district staffing vacancies and
2 supplementing chapter 6 of Title 18A of the New Jersey Statutes.

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4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

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7 1. As used in this act:

8 “Novice teacher” means a teacher eligible to work under a valid
9 certificate of eligibility or certificate of eligibility with advanced
10 standing who has not yet been issued a provisional certificate.

11 “School district” means a school district, charter school,
12 renaissance school project, county special services school district,
13 or county vocational school district.

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15 2. a. The Department of Education shall, within 180 days of
16 the effective date of this act, establish and maintain a database of
17 novice teachers that shall be available to school districts and novice
18 teachers to assist in filling staffing vacancies. The database shall
19 not be available to the general public.

20 b. The database shall include the following information for
21 each novice teacher:

22 (1) the novice teacher’s name, telephone number, email address,
23 and method by which a school district may contact the novice
24 teacher;

25 (2) the novice teacher’s current employment status;

26 (3) the certificate and endorsement held by the novice teacher;
27 and

28 (4) any other information the Commissioner of Education deems
29 necessary.

30 c. The department shall develop a mechanism by which a
31 novice teacher may opt out of inclusion in the database. A novice
32 teacher may request to be excluded from the database at any time.

33 d. A novice teacher may request the department limit the
34 contact information included in the database pursuant to paragraph
35 (1) of subsection b. of this section to a preferred method of contact.
36 The department shall comply with a request made by a novice
37 teacher pursuant to this subsection.

38

39 3. a. The Department of Education shall hold three job fairs
40 per year to assist school districts in filling staffing vacancies, with
41 one job fair held in each of the northern, central, and southern
42 regions of the State.

43 b. (1) The department shall invite school districts to participate
44 in the job fairs.

45 (2) The job fair shall be open to novice teachers included in the
46 database established pursuant to section 2 of this act, individuals
47 enrolled in an educator preparation program, and any other

1 individual appropriately certified to work in a public school in the
2 State.

3 c. The department shall notify each novice teacher included in
4 the database established pursuant to section 2 of this act of the date,
5 time, and location of each job fair.

6 d. The department may charge employer participants a
7 reasonable, nominal fee to participate in a job fair held pursuant to
8 this section. The fee obtained pursuant to this subsection shall only
9 be used to cover costs associated with identifying and securing a
10 location for the job fair, hospitality services, and other
11 administrative costs as determined by the commissioner.

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13 4. This act shall take effect immediately.

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STATEMENT

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18 This bill requires the Department of Education to establish a
19 database of novice teachers to assist school districts in filling
20 staffing vacancies and requires the department to hold three job
21 fairs per year.

22 Under the bill, the department is required, within 180 days of the
23 effective date of the bill, to establish and maintain a database of
24 novice teachers that is to be available to school districts and novice
25 teachers to assist in filling staffing vacancies. The database is to
26 include the following information: (1) the novice teacher's name,
27 telephone number, email address, and method by which a school
28 district may contact the novice teacher; (2) the novice teacher's
29 employment status; (3) the certificate and endorsement held by the
30 novice teacher; and (4) any other information the Commissioner of
31 Education deems necessary. The bill requires the department to
32 develop a mechanism by which a novice teacher may opt out of
33 inclusion in the database and permits a novice teacher to request to
34 be excluded from the database at any time. Under the bill, a novice
35 teacher is permitted to request the department limit the contact
36 information included in the database to that of a preferred method
37 of contact. The department is required to comply with this request.

38 The bill also requires the department to hold three job fairs per
39 year, with one held in each of the northern, central, and southern
40 regions of the State. The department is required to invite school
41 districts to participate in the job fairs, and to notify each novice
42 teacher included in the database established under the provisions of
43 the bill of the date, time, and location of each job fair. Novice
44 teachers, individuals enrolled in an educator preparation program,
45 and any other individual appropriately certified to work in a public
46 school in the State are permitted to attend the job fair.

47 The bill permits the department to charge employer participants a
48 reasonable, nominal fee to participate in the job fair, but limits use

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1 of any fees collected to covering costs associated with identifying
2 and securing a location for the job fair, hospitality services, and any
3 other administrative costs as determined by the commissioner.

4 The bill defines “novice teacher” as a teacher eligible to work
5 under a valid certificate of eligibility or certificate of eligibility
6 with advanced standing who has not yet been issued a provisional
7 certificate, and “school district” to mean a school district, charter
8 school, renaissance school project, county special services school
9 district, or county vocational school district.