

# ASSEMBLY, No. 5292

## STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED JANUARY 27, 2021

**Sponsored by:**

**Assemblywoman ANNETTE QUIJANO**

**District 20 (Union)**

**Assemblywoman PAMELA R. LAMPITT**

**District 6 (Burlington and Camden)**

**Assemblywoman MILA M. JASEY**

**District 27 (Essex and Morris)**

**SYNOPSIS**

Requires compilation of data and issuance of annual reports on New Jersey teacher workforce.

**CURRENT VERSION OF TEXT**

As introduced.



(Sponsorship Updated As Of: 12/9/2021)

1 AN ACT concerning the public school teacher workforce and  
2 supplementing chapter 27 of Title 18A of the New Jersey  
3 Statutes.

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

7  
8 1. a. A school district shall annually submit to the  
9 Commissioner of Education, no later than October 15, information  
10 on teaching positions in the current school year, including the  
11 number of vacant teaching positions the number of new teaching  
12 positions, the number of teaching positions that were eliminated,  
13 and the anticipated number of teacher retirements. The information  
14 shall be submitted through the NJ SMART Education Data System.

15 b. The Data Stewards Working Group of the New Jersey  
16 Education to Earnings Data System shall define the vacancy data  
17 elements to be submitted by school districts pursuant to subsection  
18 a. of this section.

19  
20 2. a. A school district shall annually submit to the  
21 Commissioner of Education, no later than September 1, information  
22 on public school teacher retention that includes:

23 (1) the number of teachers who left employment with the district  
24 during the prior school year;

25 (2) the reason why those teachers left employment with the  
26 district, including dismissal, non-renewal of a contract, a reduction  
27 in force, employment in another school district or a nonpublic  
28 school, employment in another field, relocation to another state, or  
29 retirement;

30 (3) the characteristics of the teachers who left the district,  
31 including age, sex, race, and tenure status; and

32 (4) such other information the commissioner deems appropriate.

33 b. The commissioner shall annually compile the data submitted  
34 by school districts pursuant to subsection a. of this section in a  
35 report that details the Statewide, county, and district trends in  
36 teacher retention and includes any recommendations that the  
37 commissioner may have on State actions that may be initiated to  
38 improve teacher retention among various demographic groups. The  
39 commissioner shall submit the report to the Governor, and to the  
40 Legislature pursuant to section 2 of P.L.1991, c.164 (C.52:14-19.1).

41  
42 3. a. Within six months of the effective date of this act, the  
43 New Jersey Education to Earnings Data System shall issue a report  
44 on teacher workforce projections for the State for the following two  
45 years using data provided by the Department of Education. The  
46 department shall provide any data necessary for the report to the  
47 New Jersey Education to Earnings Data System within three months  
48 of the effective date of this act.

- 1       b. Following the issuance of its initial report pursuant to  
2 subsection a. of the section, the New Jersey Education to Earnings  
3 Data System shall issue by March 1 of each year, a report on  
4 teacher workforce projections for the subsequent three to five years.  
5 The report shall include, but not be limited to, information on:  
6       (1) the teaching jobs in high demand in the State and where  
7 vacancies are located;  
8       (2) the number of bilingual teachers needed to provide adequate  
9 limited English proficiency programming to students in the State;  
10       (3) the number of computer science teachers needed to provide  
11 access to computer science coursework to all students in the State;  
12       (4) the classes and programs that may be eliminated within the  
13 next three years; and  
14       (5) the areas in which teachers and school leaders should be  
15 trained so that they can prepare students for the future economy.  
16       c. The Executive Leadership Council of the New Jersey  
17 Education to Earnings Data System shall report to the Legislature  
18 on January 15 and July 15 of each year on the progress of the  
19 annual teacher workforce projection report.

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- 21       4. This act shall take effect immediately.

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#### STATEMENT

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26       This bill establishes certain reporting requirements in regard to  
27 the current and projected teacher workforce in the State. The bill  
28 requires school districts to annually submit to the Commissioner of  
29 Education, no later than October 15, information for the current  
30 school year on teaching positions, including the number of vacant  
31 teaching positions, the number of new teaching positions, the  
32 number of teaching positions that were eliminated, and the  
33 anticipated teacher retirements. The information will be submitted  
34 through the NJ SMART Education Data System.

35       This bill also requires school districts to annually submit to the  
36 commissioner, no later than September 1, information on public  
37 school teacher retention that includes:

- 38       (1) the number of teachers who left employment with the district  
39 during the prior school year;  
40       (2) the reason why those teachers left employment with the  
41 district, including dismissal, non-renewal of a contract, a reduction  
42 in force, employment in another school district or a nonpublic  
43 school, employment in another field, relocation to another state, or  
44 retirement;  
45       (3) the characteristics of the teachers who left the district,  
46 including age, sex, race, and tenure status; and  
47       (4) such other information the commissioner deems appropriate.

1 The commissioner will annually compile the data submitted by  
2 school districts in a report that details the Statewide, county, and  
3 district trends in teacher retention and includes any  
4 recommendations that the commissioner may have on State actions  
5 that may be initiated to improve teacher retention among various  
6 demographic groups. The commissioner will submit the report to  
7 the Governor and to the Legislature.

8 Within six months of the bill's effective date, the New Jersey  
9 Education to Earnings Data System will issue a report on teacher  
10 workforce projections for the State for the following two years  
11 using data provided by the New Jersey Department of Education.  
12 The department will provide any data necessary for the report  
13 within three months of the bill's effective date.

14 Following the issuance of this initial report, the Education to  
15 Earnings Data System will issue, by March 1 of each year, a report  
16 on teacher workforce projections for the State. The report will  
17 include, but not be limited to, information on:

18 (1) the teaching jobs in high demand in the State and where  
19 vacancies are located;

20 (2) the number of bilingual teachers needed to provide adequate  
21 limited English proficiency programming to students in the State;

22 (3) the number of computer science teachers needed to provide  
23 access to computer science coursework to all students in the State;

24 (4) the classes and programs that may be eliminated within the  
25 next three years; and

26 (5) the areas in which teachers and school leaders should be  
27 trained so they can prepare students for the future economy.

28 The Executive Leadership Council of the New Jersey Education  
29 to Earnings Data System will report to the Legislature on January  
30 15 and July 15 of each year on the progress of the annual teacher  
31 workforce projection report.