

**CRANFORD PUBLIC SCHOOLS  
CRANFORD, NEW JERSEY**

**POLICY: TENURE FOR TEACHERS, PRINCIPALS AND SUPERVISORS**

1. Employees holding appropriate certificates acquire tenure rights, (1) after three consecutive calendar years, (2) after three consecutive academic years plus the beginning of the next succeeding academic year, or (3) after being employed for a period of more than three academic years during four consecutive academic years.
2. Tenured employees who are reassigned to another category of employment covered by tenure obtain tenure in the same manner as above, however, the probationary period in the new position is two rather than three years.
3. The Board may grant tenure status for a shorter period than the statutory three year period wherein members of any category/position designated by the Board may achieve tenure as prescribed by State Law (18A:28-5).
4. Tenure in any of the administrative or supervisory positions shall accrue only by employment in that administrative or supervisory position. Tenure so accrued shall not extend to any other administrative or supervisory position.

**Legal References:**

N.J.S.A.	18A:28-5	Tenure of teaching staff members
N.J.S.A.	18A:28-6	Tenure upon transfer or promotion

Adopted: June 16, 1965  
Revised: January 16, 1984  
Revised: April, 14, 1997  
Revised: March 10, 2008