

STANDARDS ESTABLISHED TO DETERMINE SENIORITY PURSUANT
TO R.S. 18:13-19.

1. The word "employment" for purposes of these standards shall also be held to include "office" and "position."
2. Seniority, pursuant to R. S. 18:13-19, shall be determined according to the number of academic or calendar years of employment, or fraction thereof, as the case may be, in the school district in specific categories as hereinafter provided. Seniority status shall not be affected by occasional absences and leaves of absence.
3. Employment in the district prior to the adoption of these standards shall be counted in determining seniority.
4. The holder of a provisional certificate shall be entitled to seniority rights but not over the holder of a standard certificate. The holder of an emergency certificate shall not be entitled to seniority rights but, when he becomes the holder of a provisional or standard certificate, the years of employment under the emergency certificate shall count toward seniority under the provisional or standard certificate, as the case may be.
5. Not more than one year of employment may be counted toward seniority in any one academic or calendar year. Whenever a person shall hold employment simultaneously in two or more categories, seniority shall be counted in the category in which he spends the greatest percentage of his time. If the percentage of time spent in two or more categories shall be equal, the person shall be permitted to elect in which category his seniority shall be counted. Notwithstanding the provisions of this section, the seniority of a principal who teaches shall be counted in the appropriate principal's category.
6. Where the title of any employment is not properly descriptive of the duties performed, the holder thereof shall be placed in a category in accordance with duties performed and not by title. Whenever the title of any employment shall not be found in the certification rules or in these rules, the holder of the employment shall be classified as nearly as may be according to the duties performed.
7. Whenever a person shall move from or revert to a category, all periods of employment shall be credited toward his seniority in any or all categories in which he previously held employment.

Whenever any person's particular employment shall be abolished in a category, he shall be given that employment in the same category to which he is entitled by seniority. If he shall have insufficient seniority for employment in the same category, he shall revert to the category in which he held employment prior to his employment in the same category, and shall be placed and remain upon the preferred eligible list of the category from which he reverted until a vacancy shall occur in such category to which his seniority entitles him.

If he shall have insufficient seniority in the category to which he shall revert, he shall, in like manner, revert to the next category in which he held employment immediately prior to his employment in the category to which he shall have reverted, and shall be placed and remain upon the preferred eligible list of the next preceding category, and so forth, until he shall have been employed or placed upon all the preferred eligible lists of the categories in which he formerly held employment in the school district.

In the event of his employment in some category to which he shall revert, he shall remain upon all the preferred eligible lists of the categories from which he shall have reverted, and shall be entitled to employment in any one or more such categories whenever a vacancy occurs to which his seniority entitles him.

The following shall be deemed to be specific categories but not necessarily numbered in order of precedence:

1. Superintendent of Schools.
 2. Director of County Vocational Schools.
 3. Assistant Director of County Vocational Schools.
 4. Assistant Superintendents. (Each assistant superintendency shall be a separate category)
 5. Local Director of Vocational Education.
 6. High School Principal.
 7. Vocational School Principal.
 8. Junior High School Principal.
 9. Elementary Principal.
 10. General Supervisor.
 11. General Secondary Supervisor.
 12. General Elementary Supervisor.
 13. General Vocational Supervisor.
 14. High School Vice-Principal or Assistant Principal.
 15. Junior High School Vice-Principal or Assistant Principal.
 16. Elementary School Vice-Principal or Assistant Principal.
 17. Vocational School Vice-Principal or Assistant Principal.
 18. Assistant to the High School Principal.
 19. Assistant to the Junior High School Principal.
 20. Assistant to the Elementary School Principal.
 21. Assistant to the Vocational School Principal.
- (Each vice-principalship, assistant principalship, or assistant to the principalship in categories 14-21 inclusive shall be a separate category)
22. Subject Supervisor.
 23. Vocational, Trade and Industrial Teacher Coordinator.
 24. Vocational Distributive Education Coordinator.
 25. Vocational Guidance Counsellor.
 26. Junior College. The words "junior college" shall include grades 13 and 14. Seniority shall apply to all subjects and fields endorsed on the certificate.

27. Secondary. The word "Secondary" shall include grades 9-12 in all high schools, grades 7-8 in junior high schools, and grades 7-8 in elementary schools having departmental instruction.

Any person holding a secondary certificate shall have seniority in all subjects or fields covered by his certificate, except those subjects or fields for which a special certificate has or shall be required by the State Board of Education. However, if a person has held employment in the school district in any special subject or field endorsed on his secondary certificate, such special subject or field shall, for the purposes of these regulations, be regarded as any other subject or field endorsed upon his certificate.

28. The word "elementary" shall include Kindergarten, grades 1-6 and grades 7-8 with or without departmental instruction, including grades 7-8 in junior high schools.
29. Evening Schools. Categories for employment in evening schools shall correspond to those of day schools except that employment in the day school shall not count in determining seniority in the evening school and vice versa.

The following additional categories correspond to specific certificates issued by the State Board of Examiners:

30. Agriculture.
31. Art.
32. Blind.
33. Business Education
34. Deaf.
35. Guidance Director.
36. Hard of Hearing.
37. Health Education.
38. Home Economics.
39. Industrial Arts.
40. Lowered Vitality.
41. Mentally Handicapped.
42. Music.
43. Nursery.
44. Orthopedically Handicapped.
45. Partially Seeing.
46. Physical Education.
47. School Librarian.
48. School Nurse.
49. School Psychologist.
50. School Social Worker.
51. Socially and Emotionally Maladjusted.
52. Speech Defect.
53. Teacher Counsellor.
54. Vocational.