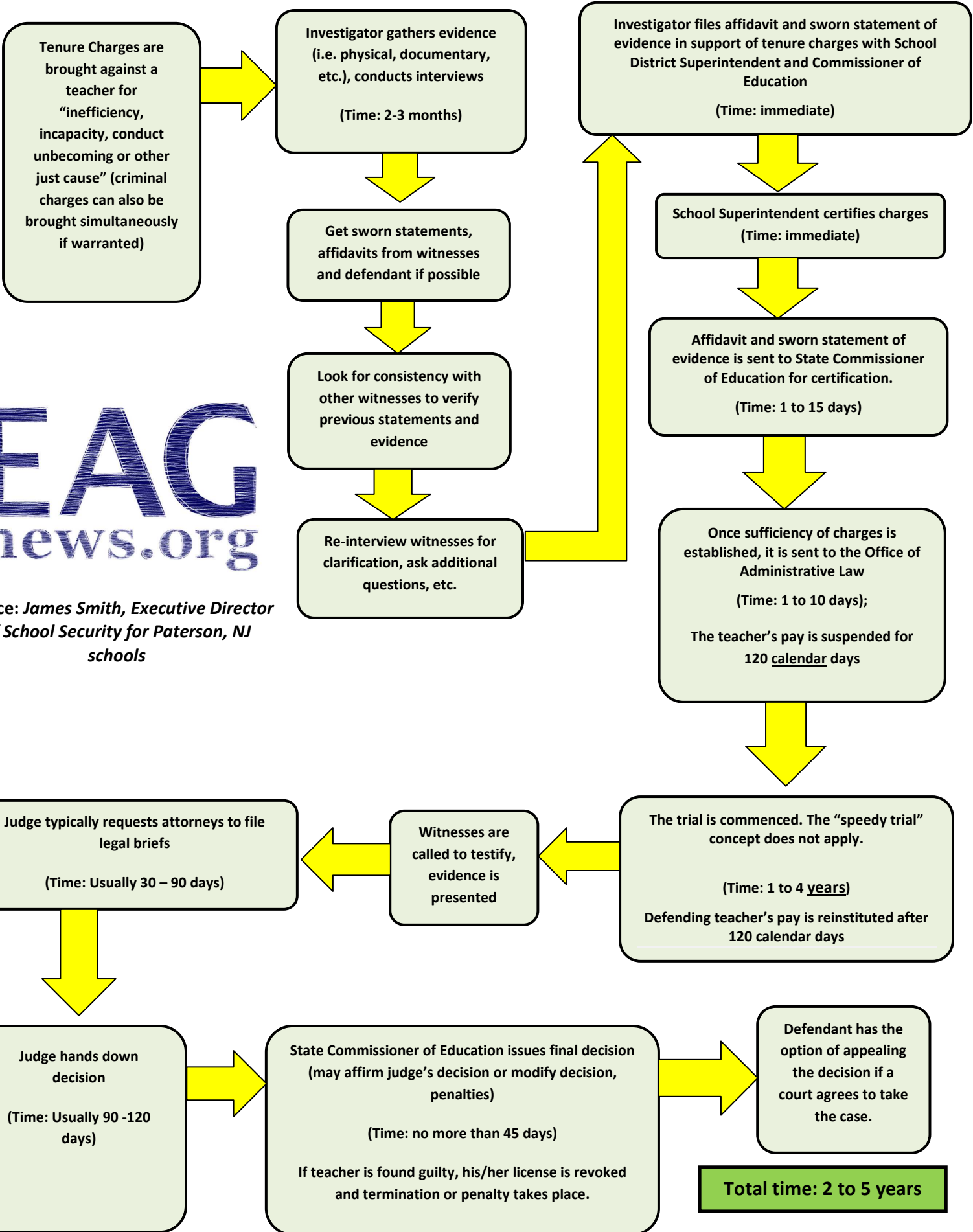


The process for firing a tenured teacher in New Jersey



Source: James Smith, Executive Director of School Security for Paterson, NJ schools

Total time: 2 to 5 years