NEW JERSEY DEPARTMENT OF CHILDREN AND FAMILIES

Mikie Sherrill
Governor

Joseph Ribsam, Jr.
Acting Commissioner

JOB VACANCY POSTING

POSTING #: 502-26

ISSUE DATE: October 29, 2026

CLOSING DATE: November 28, 2026

TITLE: **TEACHER 3, 12 MONTHS (UNCLASSIFIED)**
or
TEACHER 2, 12 MONTHS (UNCLASSIFIED)
(UNCLASSIFIED)

LOCATION: Department of Children and Families (DCF)
DCF Regional School, Cape May Campus
131 Crest Haven Road
Cape May Court House, NJ 08210

Or

Department of Children and Families (DCF)
DCF Regional School, Cumberland Campus
928 West Sherman Avenue
Vineland, NJ 08360

POSITIONS: 1

RANGE: **P24 - Teacher 3, 12 Months**
P21 - Teacher 2, 12 Months

DISTRIBUTION: STATE-WIDE

SALARY: **P24 - $76,286.63 - $111,856.03**
P21 - $66,592.01 - $97,353.91

STARTING SALARY: **$66,592.01 - $86,957.45 (commensurate with certificate and experience)**

SCOPE OF ELIGIBILITY: Opportunities are subject to current promotional and hiring restrictions.

SPECIAL NOTE: Position requires possession of a valid standard teacher certification or valid Certificate of Eligibility (CE) or Certificate of Eligibility with Advanced Standing (CEAS) as a Secondary Level issued by the NJ Department of Education in one or more the following content areas:

- **English**

SPECIAL NOTE: Experience teaching special needs and/or at-risk students is preferred.

SPECIAL NOTE: This position will be itinerant.

SPECIAL NOTE: This position offers the possibility of tuition reimbursement.

DEFINITION: Under direction of the Supervisor of Educational Programs or Assistant Supervisor of Educational Programs, plans, executes, and evaluates the lessons and educational experiences of the assigned pupils, class, or classes. Performs these duties exercising independent judgment and with a comprehensive knowledge of department rules, regulations, and policies; does related duties as required.

REQUIREMENTS

TEACHER 3, 12 MONTHS

EDUCATION: Possession of a valid NJ Standard Teacher's Certificate or Permanent Endorsement, issued by the Board of Examiners of the New Jersey Department of Education, authorizing instruction in subject's areas appropriate to the teaching assignment, as determined by the head of a particular school or district. **(SEE SPECIAL NOTE)**

EXPERIENCE: Thirty-six (36) months of full-time, properly certified teaching experience in an approved school, earned after the receipt of the New Jersey Standard Teacher's Certificate.

TEACHER 2, 12-MONTHS

EDUCATION: Possession of a valid New Jersey Teacher's Certificate (Standard, Emergency or Provisional Certificate of Eligibility with Advanced Standing or Certificate of Eligibility) or Permanent Endorsement, issued by the Board of Examiners of the New Jersey Department of Education, authorizing instruction in subject areas appropriate to the teaching assignment, as determined by the head of a school or district. **(SEE SPECIAL NOTE)**

THE BELOW SECTION APPLIES TO BOTH TITLES

NOTE: Teacher 3 and Teacher 2 are utilized to teach differing student populations and different content areas; therefore, the specific teaching certificate may vary.

SPECIAL NOTE: Ability to physically lift, move, and position students is required.

RESUME NOTE: Eligibility determinations will be based upon information presented on the resume only. Applicants who possess a degree from a college or university outside the United States must provide an evaluation of one's transcripts from a recognized evaluation service at the time of submission by the above closing date. Failure to do so may result in your ineligibility.

LICENSE: Appointees will be required to possess a driver's license valid in New Jersey only if the operation of a vehicle, rather than employee mobility, is necessary to perform the essential duties of the position.

NOTE: APPLICABLE SPECIAL RE-EMPLOYMENT LIST ESTABLISHED AS A RESULT OF A LAYOFF WILL BE USED BEFORE ANY APPOINTMENTS ARE MADE.

IMPORTANT NOTICES

EMPLOYEE BENEFITS: The Department of Children and Families provides many employee benefits, including but not limited to:

- Alternative Workweek Program*
- Deferred Compensation
- Health, Dental and Life Insurance
- Flexible and Health Spending Accounts
- Pension
- Telework*
- Public Service Loan Forgiveness
- Benefit Leave (Vacation, Sick, Administrative Leave)
- 13 Paid Holidays

*Pursuant to Department policy, procedures and/or guidelines

PUBLIC SERVICE LOAN FORGIVENESS: As a prospective employee of the State of New Jersey, you may be eligible for federal loan forgiveness programs and state repayment assistance programs. For more information, please visit the U.S. Department of Education's website at StudentAid.gov/PSLF.

SAME APPLICANTS: If you are applying under the NJ "SAME" program, you must submit any of the supporting documentation specified in N.J.S.A. 11A:7-13.3 along with your resume by the closing date indicated above.

UNIT SCOPE: Any appointments made from postings which involve movement between unit scopes may result in a forfeiture of rights to any promotional list in a former unit scope. A complete list of DCF unit scopes can be found here.

RESIDENCY: Effective 9/1/11, NJ PL 70 (NJ First Act), requires all State employees to reside in New Jersey, unless exempted under the law, or current employees who live out-of-state and do not have a break-in service of more than 7 calendar days, as they are "grandfathered." New employees or current employees who were not grandfathered and who live out-of-state have one year after the date of employment to relocate their residence to New Jersey or request an exemption. Current employees who reside in NJ must retain NJ residency, unless he/she obtains an exemption. Employees who fail to meet the residency requirements or obtain an exemption will be removed from employment.

AUTHORIZATION TO WORK: Selected candidates must be authorized to work in the United States according to the Department of Homeland Security, United States Citizenship and Immigration Services Regulations. This position does not offer visa sponsorship now or in the future.

Electronic Filing:

Forward a cover letter, resume and valid NJ Teacher's Certificate as a **single PDF document,** saving the file by your **Last Name, First Name** to:

Job.Posting@dcf.nj.gov

Include the **Job Posting #** in the subject line of your email.

The Department of Children and Families is an Equal Employment Opportunity Employer and is committed to fostering a respectful and inclusive work environment which reflects the diversity of the state we serve.