

Form Name: NJCAA Committee Proposal Submission Form
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NJCAA Committee Proposal Submission Form

Your Name Rob Chaney

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Submitting Committee Eligibility

Proposal Title/Topic Impermissible Aid/Employment

Type of Proposal Bylaw Change

Proposed Effective Date of Proposal August 1, 2026

Rationale for Proposal Article V, Section 4.D.1.a.iii of the NJCAA Bylaws already defines legitimate and acceptable forms of employment. As such, anything that does not fall within the definition of legitimate employment is illegitimate employment. A separate bylaw that, in essence, states that employment that does not meet the requirements of legitimate employment is illegitimate is a duplicative and unnecessary bylaw.

Recommendation strikes 1.C.3 in its entirety.

Please specify the NJCAA Handbook section(s) affected Article VI, Section 1.C.3

Current NJCAA Handbook Language 3. Employment
a. Illegitimate Employment: Student-athlete may not be engaged in employment for which they receive greater compensation than market value, or in which they are not required to work as hard as others in similar employment, or which is otherwise not legitimate employment.
b. Employment Arrangements: No member college nor any representative of its athletic interests may arrange employment for any student-athlete or recruit.

Proposed NJCAA Handbook Language 3. Employment
a. Illegitimate Employment: Student-athlete may not be engaged in employment for which they receive greater compensation than market value, or in which they are not required to work as hard as others in similar employment, or which is otherwise not legitimate employment.
b. Employment Arrangements: No member college nor any representative of its athletic interests may arrange employment for any student-athlete or recruit.

**Please attach any supporting
documentation here. (Optional)**

<https://njcaa.formstack.com/admin/download/file/19293919680>

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Article VI, Section 1.C.3 | Page 36 | Impermissible Aid/Employment

SUBMITTED BY: NJCAA Eligibility Committee

RATIONALE

Article V, Section 4.D.1.a.iii of the NJCAA Bylaws already defines legitimate and acceptable forms of employment. As such, anything that does not fall within the definition of legitimate employment is illegitimate employment. A separate bylaw that, in essence, states that employment that does not meet the requirements of legitimate employment is illegitimate is a duplicative and unnecessary bylaw.

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CURRENT

3. Employment
 - a. Illegitimate Employment: Student-athlete may not be engaged in employment for which they receive greater compensation than market value, or in which they are not required to work as hard as others in similar employment, or which is otherwise not legitimate employment.
 - b. Employment Arrangements: No member college nor any representative of its athletic interests may arrange employment for any student-athlete or recruit.

RECOMMENDATION

- ~~3. Employment~~
 - ~~a. Illegitimate Employment: Student-athlete may not be engaged in employment for which they receive greater compensation than market value, or in which they are not required to work as hard as others in similar employment, or which is otherwise not legitimate employment.~~
 - ~~b. Employment Arrangements: No member college nor any representative of its athletic interests may arrange employment for any student-athlete or recruit.~~

APPROVED

NJCAA Eligibility Committee, January 9, 2026

EFFECTIVE DATE

August 1, 2026