

ATTENDANCE PATTERNS

The board of education believes that the regular presence of assigned personnel is vital to the success of the district's educational program. Consistent absenteeism or tardiness is unacceptable and subject to disciplinary action.

The chief school administrator shall develop procedures to encourage all staff to strive for excellent attendance and punctuality records. All members shall personally report all illnesses and request all leave at the earliest possible time. Procedures shall be in accordance with New Jersey statutes and district negotiated contracts.

The Board is required by the high costs of absences and disrupted work schedules to give continuing attention to the maintenance of regular attendance by employees. Therefore, if an absence of an employee is not in accordance with the provisions of Board policies, a deduction in salary shall be made, unless there seems to be sufficient reason for excusing the absence in which case the matter shall be referred to the Board. A day's salary of any employee on a ten month appointment shall be considered 1/200th of one year's salary. A day's salary of any employee on an 11 month appointment shall be considered 1/220th of one year's salary. A day's salary of any employee on a 12 month appointment shall be considered 1/240th of one year's salary.

Adopted: July 7, 1949
Revised: December 10, 1984
Renumbered: 00/00/00 (4211)
Revised: October 7, 2002
Revised: July 9, 2007
Revised: May 13, 2013

Legal References: N.J.S.A. 18A:11-1 General mandatory powers and duties
N.J.S.A. 18A:27-4 Power of boards of education to make rules governing employment of teacher, etc.; employment thereunder
N.J.S.A. 18A:29-14 Withholding increments; causes; notice of appeals
N.J.S.A. 18A:30-1 et seq. Sick Leave
N.J.S.A. 18A:54-20 Powers of board (county vocational schools)

Montville Township Education Association v. Board of Education of the Township of Montville, 1984 S.L.D. (November 7)

City of Burlington Educational Association v. Board of Education of the City of Burlington, 1985 S.L.D. (July 1), aff'd. St. Bd. November 6, 1985

Scotch Plains - Fanwood Board of Education v. Scotch Plains-Fanwood Education Association, 270 NJ Super 444 (App. Div. 1994); rev'd. 139 NJ 141 (1995)