

Policy

ATTENDANCE PATTERNS

The Oradell 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 and the board shall adopt a plan to encourage all staff to strive for excellent attendance and punctuality records. These procedures should include a requirement that the staff member 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 chief school administrator shall report on staff attendance and punctuality at the request of the Board and shall develop and implement a procedure that monitors and records the attendance and punctuality of the staff and administration.

Provisions shall be made for public acknowledgment of outstanding staff attendance records.

Adopted: October 15, 2008
NJSBA Review/Update: January 2019
Readopted: December 11, 2019

Key Words

Employee Attendance, Attendance Patterns, Attendance

- 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.
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)
N.J.A.C. 6A:30-1.1et seq. Evaluation of the Performance of School Districts
- Montville Education Ass'n v. Montville Bd. of Ed., 1984 S.L.D. 550, rev'd St. Bd. 1984 S.L.D. 559, rev'd App. Div., unreported decision (docket no. A-1178-84T7, decided December 6, 1985) 1985 S.L.D. 1972, decision on remand, St. Bd., 1986 S.L.D. 3113
- Burlington Educational Ass'n v. Burlington Bd. of Ed., 1985 S.L.D. 889, aff'd St. Bd. 1985 S.L.D. 912
- 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)

Possible

- Cross References:** 4150 Leaves
*4151.1/4251.1 Personal illness and injury/health and hardship
4151.6 Religious observance
4151.7 Emergency/personal

ATTENDANCE PATTERNS (continued)

*4251 Attendance patterns

*Indicates policy is included in the Critical Policy Reference Manual.