

**Policy**

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ATTENDANCE PATTERNS

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

Therefore, the Superintendent 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.

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

First Reading:                   December 19, 2016  
Second Reading:               January 30, 2017  
Adopted:                         January 30, 2017

**Legal**

**References:**

<u>N.J.S.A.</u> 18A:11-1	General mandatory powers and duties
<u>N.J.S.A.</u> 18A:27-4	Power of boards of education to make rules governing employment of teacher, etc.; employment thereunder
<u>N.J.S.A.</u> 18A:29-14	Withholding increments; causes; notice of appeals
<u>N.J.S.A.</u> 18A:30-1 <u>et seq.</u>	Sick Leave
<u>N.J.A.C.</u> 6A:30-1.1 <u>et seq.</u>	Evaluation of the Performance of School Districts
<u>N.J.A.C.</u> 6A:32-2.1	Definitions
<u>Montville Education Ass'n v. Montville Bd. of Ed.</u> , 1984 <u>S.L.D.</u> 550, rev'd St. Bd. 1984 <u>S.L.D.</u> 559, rev'd App. Div., unreported decision (docket no. A-1178-84T7, decided December 6, 1985) 1985 <u>S.L.D.</u> 1972, decision on remand, St. Bd., 1986 <u>S.L.D.</u> 3113	
<u>Burlington Educational Ass'n v. Burlington Bd. of Ed.</u> , 1985 <u>S.L.D.</u> 889, aff'd St. Bd. 1985 <u>S.L.D.</u> 912	
<u>Scotch Plains-Fanwood Board of Education v. Scotch Plains-Fanwood Education Association</u> , 270 NJ Super 444 (App. Div. 1994); rev'd. 139 <u>NJ</u> 141 (1995)	

**Possible**

**Cross References:**

4150/4250	Leaves
4151.1/4251.1	Personal illness and injury/health and hardship
4151.6/4251.6	Religious observance
415114251	Attendance patterns