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**ATTENDANCE PATTERNS**

The Board 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 Superintendent or his/her designee will develop procedures and regulations to encourage all staff to strive for excellent attendance and punctuality records. These procedures and regulation should include a requirement that the staff member personally report all illnesses and request all leave at the earliest possible time. Procedures and regulations will be in accordance with New Jersey Statutes and applicable negotiated contracts in the District.

The Superintendent or his/her designee will report on staff attendance and punctuality at every regular monthly board meeting.

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

Date: April 29, 1997  
Reviewed/Revised May 31, 2011

**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 <i>et seq.</i>	Sick Leave
<u>N.J.S.A.</u> 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)

**Possible  
Cross References:**

- 4251 Attendance patterns
- 4250 Leaves
- 4251.1 Personal illness and injury/health and hardship
- 4251.6 Religious observance
- 4251.7 Emergency/personal