



THE NEWARK PUBLIC SCHOOLS Newark, New Jersey POLICY



FILE CODE: 4151

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ATTENDANCE PATTERNS

The Newark Public Schools (the "District") believes that the regular presence of assigned employees is vital to the success of the District's educational program. Consistent absenteeism or tardiness is unacceptable and subject to disciplinary action.

In collaboration with the local school board, the State District Superintendent shall develop procedures to encourage all District employees to strive for excellent attendance and punctuality records. These procedures should include a requirement that the District employee personally report all illnesses and request a leave at the earliest possible time. Procedures shall be in accordance with New Jersey statutes and District-negotiated contracts.

In order to combat patterns of absenteeism and tardiness throughout the District, the District will implement and maintain an Attendance Improvement Program.

Date Adopted by State District Superintendent: January 25, 2005

Legal References: N.J.S.A. 18A:7A-38 Powers of Superintendent
N.J.A.C. 6:8-1.1 Words and terms defined
N.J.A.C. 6A:30-1.1 et 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)

Cross References: 4151.1 Personal illness and injury/health and hardship
4251 Attendance patterns