

Policy 3212.1

Employee Absence - Sick Leave Verification VEA

Article 15 of the Collective Bargaining Agreement between the Vineland board of Education and the Vineland Education Association provides that VEA members absent because of personal illness shall be allowed sick leave with full pay for thirteen (13) days in any school year. Pursuant to N.J.S.A. 18A:30-4 in case of sick leave claimed, a Board of Education may require a physician's certificate to be filed with the Secretary of the Board of Education in order to obtain sick leave.

It shall be the policy of the Board of Education that after a VEA member has utilized three (3) sick days cumulatively in any school year, the Board of Education shall, in its sole discretion, require submission of a physician's certificate. In cases where, for a valid reason, such as the VEA member's inability to see his/her physician due to the nature of the sickness of the VEA member or the unavailability of the physician, the VEA member may have the option of submitting a certification to verify sick leave in a form available from the building Principal's Office. The Board of Education, however, reserves the right in every case, at its discretion, to require a physician's certificate.

The physician's certificate or certification to verify sick leave shall be turned in by the VEA member no later than the end of the second work day after the VEA member has returned to work. If the VEA member does not provide a physician's certificate or certification to verify sick leave, then the Board of Education may, in its sole discretion, withhold pay for the date(s) the VEA member utilized sick leave.

Reference: N.J.S.A. 18A:30-4

Approved: March 8, 2000