

Pursuant to the N.J.S.A. 18A:30-4, after an employee has utilized three (3) sick days cumulatively in any one school year, the Board of Education may, in its sole discretion, require submission of a physician's certificate verifying said sick leave. In cases where, for valid reasons, such as an employee's inability to see his/her physician, due to the nature of the sickness or the unavailability of the physician, the Board of Education may permit the employee to submit a certification to verify sick leave. The sick leave certification form is available from your Supervisor or building Principal's Office. Notwithstanding the use of a sick leave certification, the Board, in its sole discretion, may still require a physician's certificate.

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

The Board of Education acknowledges that the issue of sick leave is addressed in the Collective Bargaining Agreement entered into between the Vineland board of Education and Amalgamated Local #2327 - U.A.W., A.F.L./C.I.O. and nothing in this Policy is designed to void the terms of the Collective Bargaining Agreement. The procedures as set forth in this Sick Leave Verification Policy shall be in addition to the reporting of absence on sick leave pursuant to Article XXII of the Collective Bargaining Agreement.

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

Collective Bargaining Agreement between Vineland Board of Education and Amalgamated Local 2327, U.A.W. A.F.L./C.I.O., July 1, 1998 through June 30, 2001.

Approved: April 12, 2000