

Policy

NORTHERN REGION EDUCATIONAL SERVICES COMMISSION

Support Staff
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SICK LEAVE

4432 Sick Leave

The Board of Education shall grant sick leave, in accordance with law, to support staff members absent from work because of personal disability or quarantine. Each steadily employed employee eligible for sick leave will be entitled annually to the number of paid sick leave days negotiated with the employee's majority representative or provided in this policy or in an individual contract with the Board pursuant to N.J.S.A. 18A: 30.2. Individuals who are not regularly employed will earn sick leave time as stated under the new Paid Sick Leave Act.

An employee who has been employed in the district at least twelve months and for at least one thousand two hundred fifty hours in the previous twelve months is eligible for sick leave under the federal Family and Medical Leave Act. When any such employee with a serious health condition has exhausted his/her entitlement to paid sick leave, the employee is eligible for Federal Family Medical Leave and New Jersey Family Leave depending on the circumstances of the disability or condition.

Employees applying for leave due to their own serious health condition are required to apply all accumulated sick days toward the leave prior to taking up to 12 weeks leave under the Family Medical Leave Act. The Board shall require the certification of the health care provider verifying the purpose of the requested Family Leave. Certification of a serious health condition shall contain the date on which the condition commenced, its probable duration, and relevant medical information known to the provider. Failure to supply the required certification may result in delay or denial of the requested leave.

If the employee fails to return to work after the leave expires, the Board of Education may recover the cost of health premiums paid unless the reason for not returning is due to the continuation of the serious health condition or another reason beyond the control of the employee.

The employee returning to work after sick leave of more than 3 consecutive working days or more than 5 cumulative days in any one month shall submit a signed statement from his/her physician indicating the employee's fitness to perform his/her duties. An employee returning from FMLA will also be required to submit a sign statement from his/her physician that he/she is cleared to resume his/her work responsibilities.

28 U. S.C. 825.100 et seq.
N.J.S.A. 34:11B-1 et seq.
N.J.A.C. 13:14-1.1 et seq.
Adopted: 23 February 2008
Revised: 8 February 2019



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