

PERSONAL ILLNESS AND INJURY/HEALTH AND HARDSHIP

The board will consider requests for extension of sick leave benefits on a case-by-case basis.

Date: Reviewed: April 10, 2013  
Adopted: June 12, 2013

Legal References: Use legal reference sheet.

Cross References: List your appropriate policies. See legal reference sheet for possibilities.

Key Words

Leaves, Sick Leave, Attendance, Attendance Patterns, Employee Attendance

**Legal References**

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**Other Reasons:**

It is advisable to have a policy statement that extended sick leave benefits will be decided on a case-by-case basis only. The Ramsey case cited points out that a board cannot give or negotiate away its obligations under N.J.S.A. 18A:30-6.

**Recommendation:**

A policy stating the board's obligation to determine extended sick leave benefits on a case-by-case basis.

<b><u>Legal References:</u></b>	<u>N.J.S.A. 18A:6-6</u>	No sex discrimination
	<u>N.J.S.A. 18A:6-66</u>	Rights and benefits of personnel (educational services commission)
	<u>N.J.S.A. 18A:16-2 through -5</u>	Physical examinations; requirement ...
	<u>N.J.S.A. 18A:30-1</u>	Definition of sick leave
	<u>N.J.S.A. 18A:30-2</u>	Sick leave allowable
	<u>N.J.S.A. 18A:30-6</u>	Prolonged absence beyond sick leave period
	<u>N.J.A.C. 6A:32-6.1 et seq.</u>	School Employee Physical Examinations

Ramsey Teachers Association v. Ramsey Board of Education, 1979 S.L.D. 862, St. Bd. rev'g 1978 S.L.D. 518, aff'd App. Div. 1980 S.L.D. 1528

Marion Cole and Nancy Minneci v. Board of Education of the Essex County Vocational School District, Essex County, 1986 S.L.D. 1855

**Possible**

<b><u>Cross References:</u></b>	4250	Leaves
	*4251	Attendance patterns

\*Indicates policy is included in the Critical Policy Reference Manual.