

POLICY

Nutley Public Schools
TEACHING STAFF MEMBERS
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ASSESSMENT OF PAY

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The Board of Education believes that the proper performance of a teaching staff member's professional duties requires the punctual commencement and proper completion of all assigned services.

The Superintendent or designee shall assess the following penalties when a teaching staff member fails to render or only partially renders services for which the Board has contracted:

1. The accumulation of 8 unexcused instances of tardiness in an assigned period in any one school year will result in a wage deduction in the amount of ½ day pay;
2. Each unexcused instance of tardiness after the 8 in the same school year will result in a wage deduction in the amount of ½ day pay for each such instance;
3. Any unexcused absence during the working day will result in a wage deduction equal to the ratio of the periods missed to the total periods scheduled, times one two-hundredths of the employee's annual salary.

The Building Principal shall determine whether a teaching staff member's tardiness or absence is excused or unexcused.

A record of instances of tardiness and absences will be maintained in each teaching staff member's personnel file in accordance with Board Policy No. 3212.

The Superintendent or designee is authorized to direct properly cautioned teaching staff members who are repeatedly tardy not to report at all on those days when they cannot report on time and to suffer such wage penalties as may be appropriate.

N.J.S.A. 18A:25-7; 18A:27-4; 18A:29-4

Adopted: 23 May 2022

