Policy
Glen Ridge Board of Education

3432.1 SICK LEAVE BANK

A sick leave bank ("bank") shall be established for the purpose of providing a paid leave of absence to regularly employed full-time certificated staff who are absent for an extended period due to a "serious illness or injury" and have exhausted their paid leave benefits. Banks will be specific to the individuals for which they are created. Each bank will utilize a voluntary donation program and allow employees to voluntarily donate accrued unused sick leave, vacation or personal days to the bank. Three (3) donated days will equal one (1) paid sick day provided to the individual. Each bank will be established in accordance with N.J.S.A. 18A:30-10 to 13. Participation in the sick leave bank is strictly voluntary. The following rules apply:

1. The individual will have exhausted sick leave days due to a personal chronic or catastrophic physical or emotional illness.

2. The Board of Education and/or the Administration shall have the right to request doctor's statement evidencing such illness/medical condition at any time.

3. The individual exhausted all of his/her accumulated and accrued sick leave time, personal days and vacation time, prior to drawing on the sick day bank.

4. The sick day bank may not be drawn upon during school breaks or holidays, i.e., Spring break and Memorial Day, or any days when school is not in session. It may only be used for leave on work days through the end of the school year in which it was approved. The sick day bank will automatically terminate upon the exhaustion of all sick day bank days or upon the individual's return to work.

5. The sick days can only be donated by full-time regularly employed certificated staff of the same bargaining unit.

6. No employee would be required to participate in the bank. Donations must be voluntary.
7. No employee may donate no more than three (3) sick days per year. Only whole days may be donated and only whole days may be provided to the individual.

8. No employee may donate a day if it which will reduce his/her current sick leave account balance to less than ten (10) sick days.

9. The Board and the applicable bargaining unit shall be jointly responsible for soliciting the records of which employees have donated sick days, and the Board shall be responsible for maintaining the records.

10. The individual shall draw on the sick day bank in the date order that the donations were made. (For example, days donated first will be used first).

11. The bargaining unit shall provide the Board Office with a list of the donees and the order in which the days should be drawn upon.

12. Should the individual’s employment cease for any reason, s/he will be not entitled to the days in the bank. The days shall not be reimbursable in any manner to her/his upon separation from the District.

13. If the individual does not exhaust the days in the bank for any reason, the bargaining unit agrees that the days shall be returned to the donees in the order in reverse order in which they were received.

14. The approval of a sick day bank for the individual shall not establish past practice and the Board reserves the right to grant or deny future requests for a sick day bank for this individual or any other individual similarly situated.

15. The individual sick day bank is subject to approval by the Board. The Board shall consider each request on a case-by-case basis, and the approval or denial of an application for a sick day shall have no binding effect on the consideration of future requests.

29 U.S.C. 2601 et seq.

Adopted:
5430 CLASS RANK

The Board of Education acknowledges the usefulness of a system of computing grade point averages and class ranking for secondary school graduates for specific circumstance (i.e., to select valedictorian, salutatorian, scholarships, etc).

Class rank will be calculated by the final grade in all subjects, except those subjects for which no credit is awarded, and will not include failing grades. Weighted credit will be calculated for grades earned in an honors course, a course of independent study, and Advanced Placement Course. The class ranking of a pupil who has transferred to this district will include the grades earned in the regular program of the prior school. Grades earned in private summer school programs will not be included in the calculation of class rank.

Class rank will only be used to determine a valedictorian and salutatorian for graduation and for scholarship information. To determine valedictorian and salutatorian status, a student’s GPA will be calculated at the end of the first semester of senior year. This GPA calculation will be based only on completed course work. Only students who, as of the date on which the valedictorian and the salutatorian are to be selected, have been enrolled in Glen Ridge High School for at least two full academic years, may be chosen to be either the valedictorian or the salutatorian.

Adopted: 25 November 2002
Revised: 13 September 2010
POLICY

GLEN RIDGE BOARD OF EDUCATION

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5533 PUPIL SMOKING

The Board of Education recognizes that the use of tobacco presents a health hazard that can have serious implications both for the smoker and the nonsmoker and that smoking habits developed by the young may have lifelong harmful consequences.

For the purposes of this Policy, "smoking" means the burning of, inhaling smoke from, exhaling the smoke from, or the possession of a lighted cigar, cigarette, pipe or any other matter or substance which contains tobacco or any other matter than can be smoked, including the use of smokeless tobacco and snuff, or the inhaling or exhaling of smoke or vapor from an electronic smoking device.

For the purpose of this Policy, "electronic smoking device" means an electronic device that can be used to deliver nicotine or other substances to the person inhaling from the device, including, but not limited to, an electronic cigarette, cigar, cigarillo, or pipe.

For the purposes of this Policy, "school buildings" and "school grounds" means and includes land, portions of land, structures, buildings, and vehicles owned, operated, or used for the provision of academic or extracurricular programs sponsored by the district or community provider and structures that support these buildings, such as school wastewater treatment facilities, generating facilities, and any other central facilities including, but not limited to kitchens and maintenance shops. "School buildings" and "school grounds" also include athletic stadiums; swimming pools; and associated structures or related equipment tied to such facilities including, but not limited to, grandstands; greenhouses; garages; facilities used for non-instructional or non-educational purposes; and any structure, building, or facility used solely for school administration. "School buildings" and "school grounds" also includes other facilities as defined in N.J.A.C. 6A:26-1.2; playgrounds, and other recreational places owned by the local municipalities, private entities, or other individuals during those times when the school district has exclusive use of a portion of such land.

The Board prohibits smoking by pupils at any time in school buildings and on any school grounds, at events sponsored by the Board away from school, and on any transportation vehicle supplied by the Board.
A sign indicating smoking is prohibited in school buildings and on school grounds will be posted at each public entrance of a school building in accordance with law. The sign shall also indicate violators are subject to a fine. Pupils who violate the provisions of this Policy shall be subject to appropriate disciplinary measures in accordance with the district’s Pupil Discipline/Code of Conduct and may be subject to fines in accordance with law.

In the event a pupil is found to have violated this Policy and the law, the Principal or designee may file a complaint with the appropriate Municipal Court or other agency with jurisdiction as defined in N.J.A.C. 8:6-9.1(c).

A pupil found to have used an electronic smoking device on school grounds will be deemed to be possibly under the influence of a drug as identified in N.J.S.A. 18A:4-A-9 and N.J.A.C. 6A:16-4.1(a) and shall be subject to a medical examination as set forth in Policy 5530.

A pupil found to have violated this Policy and the law may be required to participate in additional educational programs to help the pupil understand the harmful effects of smoking and to discourage the use of tobacco products. These programs may include, but are not limited to, counseling, smoking information programs, and/or smoking cessation programs sponsored by this school district or available through approved outside agencies.

The Board directs that the health curriculum include instruction in the potential hazards of the use of tobacco. All school staff members shall make every reasonable effort to discourage pupils from developing the habit of smoking.

The Board of Education will comply with any provisions of a municipal ordinance which provides restrictions on or prohibitions against smoking equivalent to, or greater than, those provided in N.J.S.A. 26:3D-55 through N.J.S.A. 26:3D-63.

N.J.S.A. 26:3D-55 through 26:3D-63
N.J.A.C. 6A:16-1.3
N.J.A.C. 8:6-7.2; 8:6-9.1 through 8:6-9.5

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