

Policy

LOAD/SCHEDULING/HOURS OF EMPLOYMENT

The Frenchtown Board of Education shall establish the days and hours of work for teaching staff members for whom working days and hours have not been negotiated in collective bargaining. In no case will full time employment in this district be less than the school day established by this board for the instruction of pupils.

“Full-time employment” is employment regularly scheduled, in accordance with the school calendar, for full school days and full school weeks.

A “full school day” is the school day establishes by the board for the instruction of pupils plus such additional working time as may have been negotiated with the representatives of teaching staff members.

A “full school week” is five days, Monday through Friday.

The hours and days of work for part-time employment shall, to the extent possible, be stipulated in the creation of each part-time teaching staff member position. Where the nature of a part-time employment position is such that hours and days of work are irregular and unpredictable, the board will stipulate the maximum number of hours and days that may be worked in the position.

When the expectation is that a substitute or part-time employee will be working 30 hours a week, such as filling a long term leave of absence, benefits shall be provided after 90 days of employment to be in compliance with the requirements of the Patient Protection and Affordable Care Act.

If the substitute or part-time employee is not part of the bargaining unit, the district is under no obligation to provide benefits negotiated by the union and may provide individual coverage.

Adopted: January 9, 2007
NJSBA Review/Update: September 2016
Readopted: February 28, 2017

Key Words

Schedule, Load, Work Day, Work Week, School Day

Legal References: N.J.S.A. 18A:27-4 Power of boards of education to make rules governing employment of teacher
N.J.S.A. 34:13A-1 et seq. New Jersey Employer-Employee Relations Act
N.J.A.C. 6A:7-1.1 et seq. Managing for Equality and Equity in Education
N.J.A.C. 6A:30-1.1 et seq. Evaluation of the Performance of School Districts

The Patient Protection and Affordable Care Act, Pub. L. 111-148, March 23, 2010

42 U.S.C.A. 2000d - 2000d4 - Title VI of the Civil Rights Act of 1964

20 U.S.C.A. 1681 - Title IX of the Education Amendments of 1972

29 U.S.C.A. 794 et seq. - Section 504 of the Rehabilitation Act of 1973

20 U.S.C.A. 1401 et seq. - Individuals with Disabilities Education Act

LOAD SCHEDULE AND HOURS OF EMPLOYMENT (continued)

34 CFR 200.1 to 200.89 - Part 200

34 CFR Part 204

Possible

<u>Cross References:</u>	*2224	Nondiscrimination/affirmative action
	*3220/3230	State funds; federal funds
	*4111	Recruitment, selection and hiring
	*4111.1/4211.1	Nondiscrimination/affirmative action
	*4131/4131.1	Staff development; inservice education/visitations/conferences
	*5145.4	Equal educational opportunity
	*6121	Nondiscrimination/affirmative action
	*6141	Curriculum design/development
	*6145	Extracurricular activities
	*6160	Instructional services and resources
	*6171.3	At-risk and Title 1
	*6171.4	Special education

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