

Policy

WITHHOLDING AN INCREMENT/ASSESSMENT OF PAY

The Township of Union Board of Education reserves unto itself the right to discipline employees in accordance with law.

Whenever an employment or adjustment increment, salary adjustment, bonus, raise or any of the foregoing or both are withheld, the person's salary shall continue to be fixed at the same dollar amount for at least one more year, even though the dollar amount of the salary guide may change for the specific step of the salary guide the employee was on.

The superintendent shall report to the board annually the status of all personnel where withholding has occurred. Upon review of the report, the board will either affirm the continuation of the withholding or restore the person to the salary guide step he/she would have been on in the year if no withholding occurred in the past.

Adopted: June 1999
NJSBA Review/Update: March 2012
Readopted: June 2013

Legal References: N.J.S.A. 18A:25-7 Appearance before the board
 N.J.S.A. 18A:27-4 Power of boards of education to make rules governing employment of teacher, etc.

Fowler v. the Board of Education of Lincoln County, Kentucky, 819 Fed. 2nd 657
 (6th Circuit, 1987) cert. denied, December 14, 1987.

Possible
Cross Reference: *4119.22/4219.22 Conduct and Dress
 4151 Attendance patterns

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