

ROCKAWAY BOROUGH  
BOARD OF EDUCATION

SUPPORT STAFF MEMBERS

POLICY 4000

REGULATION 4000

P 4000/ page 1 of 2

**P 4000 SUPPORT STAFF MEMBERS**

<u>P. Number</u>	<u>Title</u>
4111	Creating Positions
4123	Probationary Period
4124	Employment Contract
4125	Employment of Support Staff Members - <b>ABOLISHED</b>
4130	Assignment and Transfer
4140	Termination
4145	Layoffs
4146	Nonrenewal of Nontenured Support Staff Member
4150	Discipline
4152	Freezing or Reducing Wages
4159	Support Staff Member/School District Reporting Responsibilities
4160	Physical Examination
4161	Examination for Cause
4211	Attendance
4211.3	Consulting Outside the District
4212	Support Staff Attendance
4214	Conflict of Interest
4215	Code of Ethics
4218	Use, Possession or Distribution of Substances
4219	Commercial Driver's License Controlled Substance and Alcohol Use Testing
4220	Employee Evaluation
4230	Outside Activities
4233	Political Activities
4240	Employee Training
4281	Inappropriate Staff Conduct
4282	Use of Social Networking Sites
4321	Acceptable Use of Computer Network(s) / Computers and Resources by Support Staff Members
4322	Staff Member's Use of Personal Cellular Telephones & Other Communication Devices
4324	Right of Privacy- Support Staff Members
4340	Grievance
4351	Healthy Workplace Environment
4352	Sexual Harassment
4360	Support Staff Member Tenure
4381	Protection Against Retaliation
4410	Compensation
4413	Overtime Compensation
4415	Substitute Wages
4420	Benefits
4421.13	Postnatal Accommodations

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P 4000/page 2 of 2

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<u>P. Number</u>	<u>Title</u>
4425	Work Related Disability Pay
4425.1	Modified Duty Early Return to Work Program - Support Staff Members
4431.1	Family Leave - <b>ABOLISHED</b>
4431.3	New Jersey Family Leave Insurance Program - <b>ABOLISHED</b>
4432	Sick Leave
4433	Vacations
4435	Anticipated Disability
4436	Personal Leave
4437	Military Leave
4438	Jury Duty
4440	Job Expenses

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REGULATION 4000

R 4000/page 1 of 1

**R 4000 SUPPORT STAFF MEMBERS**

<u>R. Number</u>	<u>Title</u>
4146	Nonrenewal of Nontenured Support Staff Member
4160	Physical Examination
4211	Support Staff Attendance
4211.3	Consulting Outside the District
4212	Support Staff Attendance
4218	Substance Abuse
4220	Evaluation of Support Staff Members
4230	Outside Activities
4233	Political Activities
4240	Employee Training
4281	Inappropriate Staff Conduct
4321	Acceptable Use of Computer Network(s)/Computers and Resources by Support Staff Members
4352	Sexual Harassment of Support Staff Members Complaint Procedure
4425.1	Modified Duty Early Return to Work Program
4432	Sick Leave
4440	Job Expenses