

## 4000 TABLE OF CONTENTS

Number	Title
4111	Creating Positions
4123	Probationary Period
4124	Employment Contract
4125	Employment of Support Staff Members
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
4211.3	Consulting Outside the District
4212	Attendance
4214	Conflict of Interest
4215	Code of Ethics
4218	Substance Abuse
4219	Commercial Driver Controlled Substance and Alcohol Use Testing
4220	Employee Evaluation
4230	Outside Activities
4233	Political Activities
4240	Employee Training
4281	Inappropriate Staff Conduct
4283	Electronic Communications Between Support Staff Members and Students
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
4352	Sexual Harassment
4360	Support Staff Member Tenure
4381	Protection Against Retaliation
4410	Compensation
4420	Benefits
4425	Work Related Disability Pay
4425.1	Modified Duty Early Return to Work Program -



# POLICY

## HANOVER TOWNSHIP BOARD OF EDUCATION

SUPPORT STAFF  
4000/Page 2 of 2  
TABLE OF CONTENTS

	Support Staff Members
4431.1	Family Leave
4431.3	New Jersey's Family Leave Insurance Program
4432	Sick Leave
4433	Vacations
4434	Holidays
4435	Anticipated Disability
4436	Personal Leave
4437	Military Leave
4438	Jury Duty

