

**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY
PUBLIC BOARD MEETING
August 16, 2021**

RESOLUTION 4187

FOR ACTION

**SUBJECT: APPROVAL OF OPTIONAL PAYOUT FOR EXCESS VACATION DAYS
FROM THE 2019-2020 AND 2020-2021 SCHOOL YEARS FOR
APPLICABLE NON-AFFILIATED CENTRAL OFFICE STAFF PER
GOVERNOR MURPHY'S STATE OF EMERGENCY DECREE**

WHEREAS, N.J.S.A. 18A:30-9.1 allows for an employee of a board of education who does not take vacation leave that accrues in a given year because of business demands shall be granted that accrued leave only during the next succeeding year, but that vacation leave not taken in a given year because of duties directly related to a state of emergency declared by the Governor may accumulate at the discretion of the appointing authority until, pursuant to a plan established by the officer or employee's appointing authority, the leave is used or the employee or officer is compensated for that leave; and

WHEREAS, The Board acknowledges and agrees that the Superintendent, Assistant Superintendents, Business Administrator, and certain non-affiliated Central Office staff served for the period from March 2020 through June 30, 2021, during the state of emergency declared by Governor Murphy, during which they were not able to utilize all of their individual entitlements to vacation days for the 2019-2020 and 2020-2021 school years; and

WHEREAS, The Board acknowledges and agrees that the Superintendent, Assistant Superintendents, Business Administrator, and certain non-affiliated Central Office staff continued to serve during the 2020-2021 school year, during the state of emergency declared by Governor Murphy, during which they were not able to utilize all of their accrued individual entitlements to vacation days which were carried over from the 2019-2020 and 2020-2021 school years; and

NOW, THEREFORE, BE IT RESOLVED, that the Board grants and approves the option for payment for all or a portion of the employee's vacation days earned by the Superintendent, Assistant Superintendent, Business Administrator, and certain non-affiliated Central Office staff during the 2019-2020 and 2020-2021 school years which they were unable to use during the 2019-2020 and 2020-21 school year, at the per diem rate of their salary for the 2019-2020 and 2020-21 school years respectively.

EXPLANATION

This resolution shall be effective only for the employees noted above and shall apply only to vacation days accrued during the 2019-2020 and 2020-2021 school years which were not used due to the state of emergency and were carried over to the 2020-2021 and 2021-2022 school years. The four compensatory days, i.e., Columbus Day, Veterans' Day, Election Day and Presidents' Day, shall not be eligible for payment for unused days.