# GREENWICH STOW CREEK PARTNERSHIP SCHOOLS file code: 4151.6/4251.6

**POLICY MANUAL**

## Policy

### religious observance

The board of education recognizes that staff members have the right to request a leave of absence from regular duties for various reasons including, but not limited to, the observation of religious holidays, in accordance with the religious beliefs of the staff member, when school is in session or when the presence of the staff member may be otherwise required.

However, in accordance with state and federal law, the district is not required to compensate the employee other than provided in contracted agreements between the board and the employee.

The employee may, at his/her discretion, utilize personal days to participate in observation of religious holidays in accordance with the terms and conditions of the employee’s contract with the district and the board shall not deny this use of personal days. The board prohibits the use of sick days, professional days and/or accumulated sick days for the purpose of religious observance.

**Greenwich:**

Adopted: December 17, 2015

NJSBA Review/Update: August 2022

Readopted:

**Stow Creek:**

Adopted: December 15, 2015

NJSBA Review/Update: August 2022

Readopted:

Key Words

Holiday, Religion, Religious Observance, Unpaid Leave

**Legal References:**

Hunterdon Central BOE v. Hunterdon Central Teachers Association,174 N.J. Super. 468 (1980)