



NEPHA HOTLINE

NJSIG Employment Practices Hotline Attorney

Call: 201.623.1223

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Administered by:

Cleary, Giacobbe, Alfieri & Jacobs, LLC



What is NEPHA?

The NJSIG Employment Practices Hotline Attorney (NEPHA) provides direct access to local employment law and educational attorneys. Its purpose is to analyze issues and offer legal advice before any adverse employment action is taken, ensuring that such actions are justified and avoid litigation that could detract from educational resources.

Only Superintendents, Business Administrators, or Human Resources managers are permitted to make inquiries to the hotline.

Why Call NEPHA Hotline?



Experienced Local Attorneys

Experienced local attorneys, well-versed in New Jersey school law, will thoroughly review the situation and promptly provide documented advice and recommended courses of action, safeguarding your district's interests.



Included in NJSIG Membership

Districts with Errors and Omissions (E&O) coverage, also known as school board leader liability (SBLL) coverage, through NJSIG can utilize NEPHA at **no additional cost**.



Deductible Waived

Should the district face an E&O claim and has sought counsel from the hotline beforehand, the E&O deductible for the claim will be waived.

*The **NEPHA Hotline** offers invaluable assistance to districts in navigating tricky decisions and sidestepping potential legal issues. Here are 10 typical scenarios districts encounter where the hotline can provide guidance:*

10 COMMON SITUATIONS

1. Family Medical Leave requests
2. Pregnancy leave requests
3. Reduction in force
4. Harassment, Intimidation and Bullying (HIB) matters
5. Disability accommodations requests
6. Harassment allegations / Discrimination complaints
7. Progressive discipline
8. Acquisition of tenure
9. Employee transfers
10. Physical/psychological evaluations

*The above is not intended to be a comprehensive list. When you have concerns regarding a difficult employee decision - **call the hotline!***