

Certified employees shall be granted sick leave in accordance with the current collective bargaining agreement. Classified employees shall be granted sick leave and other leaves in accordance with State law. The District, may in its discretion, require proof of illness when deemed appropriate, including but not limited to abuse of sick leave or false claims of illness.

Compensation shall not be provided for unused sick leave.

Each regularly employed staff working four hours or more per day shall be entitled to sick leave with full pay up to ten (10) days each year. When the effective date of appointment of a teacher is before the beginning of the second semester of any year, he/she will be given credit for the full annual sick leave allowance. When the effective date of appointment of a teacher is on or after the beginning of the second semester, the teacher will be given credit for five (5) days sick leave allowance. Teachers on extended contracts will also be allowed an additional one (1) day per month to a maximum of twelve (12) days. Unused sick leave will accumulated from year to year with an unlimited cap of days. Upon retirement, an employee's accumulated unused sick leave must be reported by the District to the public employee retirement system.

Professional employees will be allowed to use of to six (6) days of sick leave during any one (1) school year when such absence is due to illness in the individual's immediate family living within the home, subject to the approval of the Superintendent.

Up to four (4) days of sick leave may be used during any one (1) school year when such absence is due to serious illness of the individual's family: father, mother, brother, sister, or foster parent. The Superintendent may extend the definition upon application for such extension in unusual cases.

In the event of absence of a teacher for illness or accident in excess of three (3) days, the Board may require an examination by a physician.

It is understood that seniority shall accumulate while a teacher or employee is utilizing accumulated sick leave credits. Seniority will not accumulate unless an employee is in a paid status.

An employee who is pregnant will be entitled to leave of absence without pay for up to one (1) year to begin any time after commencement of her pregnancy. Said employee will notify the appropriate administrator in writing of the intention to take such leave and, except in case of emergency, will give notice at least sixty (60) days prior to the date on which her leave is to begin.



LEGAL REFERENCE:

Idaho Code Sections 33-1216, Master HEA Agreement

ADOPTED: 9/19/77

AMENDED: 1/12/81, 2/12/90, 2/8/03, 12/13/99

SECTION 300: STAFF PERSONNEL