

# Central Point School District 6

Code: **G CBD/GDBD**  
Adopted: 8/28/01  
Orig. Code(s): G CBD/GDBD

## Personal Illness and Injury Leave

Sick leave entitlement for personal illness/injury will accrue at the rate of ten days each year as provided by Oregon Revised Statute 342.596. Twelve-month employees will accrue 1 day per month or 12 days per year. All other employees who work less than 12 months will receive 1 day per month.

In accordance with state law, this leave will accumulate without limit.

The district reserves the right to require proof of personal illness or injury from all employees, including a medical examination by a physician chosen and paid for by the district. Any employee refusing to submit to such an examination or to provide other evidence as required by the district, shall be subject to appropriate disciplinary action, up to and including dismissal.

Sickness or other unavoidable circumstances that prevent a teacher from teaching 20 school days immediately following exhaustion of sick leave accumulated under Oregon law will result in the teacher being placed on unpaid leave for the remainder of the school year or until the teacher's disability is removed and he/she is able to return to work. If the teacher is still unable to return to work the following August 1, the Board may terminate the teacher's employment.

All district-paid employee benefits, such as health and dental insurance, will cease on the last day of the month in which employment is terminated, or the staff member is moved to unpaid leave. The staff member will be informed of his/her rights to remain a part of the district benefits plan at personal expense.

Any worker who has sustained a compensable personal injury or illness and is disabled from performing duties while on the job will be reemployed at such time as a physician issues a certificate stating the type of work that is appropriate for reassignment, assuming such work is both suitable and available. Such right or reemployment is subject to seniority rights and other restrictions of the collective bargaining agreement between the employer and employee unit.

Other paid and unpaid leaves will be determined by the district's negotiated agreements.

END OF POLICY

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### Legal Reference(s):

[ORS 332.507](#)  
[ORS 342.545](#)

[ORS 342.610](#)

[ORS 659A.046](#)

Knapp v. North Bend, 304 Or. 34 (1987).

Consolidated Omnibus Budget Reconciliation Act of 1985, 29 U.S.C. §§ 1161-1169 (2006).

Employee Retirement Income Security Act of 1974, 29 U.S.C. §§ 1001-1461.

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).

Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2601-2654 (2006); Family and Medical Leave Act of 1993, 29 C.F.R. Part 825 (2006).