

Central Curry School District 1

Code: **G CBD/GDBD**
Adopted: 8/13/03
Readopted: 1/21/15
Orig. Code(s): G CBD/GDBD

Leaves and Absences

Leave entitlement for illness will accrue at the rate of 10 days each year as provided by Oregon Revised Statutes. Twelve-month employees will accrue 1 day per month or 12 days each year.

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

At the option of the district, sick leave in excess of five consecutive workdays shall be allowed only upon certificate of the school employee's attending physician or practitioner that the illness or injury prevents the employee from working.

An employee returning from any illness, whether or not sick leave benefits have been paid, may be required to submit to a medical examination or other medical evaluation at the expense of the district in order to establish medical fitness for the duties of the position before returning to work.

Any employee obtaining sick leave benefits by fraud, deceit or falsified statements shall be subject to disciplinary action.

All medical information will be kept confidential, in a separate file from personnel records, and released only in accordance with the requirements of the Americans with Disabilities Act or other applicable law.

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

Sickness or other unavoidable circumstances which 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 unable to return to work the following August 1 the Board may terminate the teacher's employment, subject to state and federal law.

END OF POLICY

Legal Reference(s):

[ORS 332.507](#)

[ORS 342.545](#)

[ORS 342.610](#)

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).

Americans with Disabilities Act Amendments Act of 2008.

Cross Reference(s):

ACA - Americans with Disabilities Act

GBDA - Mother Friendly Workplace

GBEDA - Drug and Alcohol Testing - Transportation Personnel