

Clatskanie School District 6J

Code: **G CBD/GDBD**
Adopted: 9/24/07
Readopted: 5/06/13
Orig. Code(s): G CBD/GDBD

Leaves and Absences

Leave entitlement for personal illness or injury will accrue at the rate of one day per month, for each month the employee is employed by the district, or a minimum of 10 days per year, whichever is greater.

In accordance with state law, this leave will accumulate without limit. Up to 75 days of sick leave may be transferred from another district, however, the accumulation shall not exceed that carried by the most recent previous employing district and shall not be effective until the employee has completed 30 days with the district.

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.

The district reserves the right to require proof of personal illness or injury from all employees in excess of five consecutive days, 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.

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

Cross Reference(s):

ACA - Americans with Disabilities Act
GBDA - Mother Friendly Workplace
GBEDA - Drug and Alcohol Testing - Transportation Personnel