

Corbett School District 39

Code: **GCBD/GDBD**
Adopted: 1/20/88
Readopted: 5/21/98
Orig. Code(s): GCBD/GDBD

Leaves and Absences

Leave entitlement for personal illness or injury will accrue at the rate of ten days each year as provided by Oregon Revised Statutes. Twelve month employees will accrue one day per month or twelve days each year. All other employees who work less than twelve months will receive one day per month.

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

The district reserves the right to require proof of 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 such other evidence as shall be required by the district may be subject to appropriate disciplinary action, up to and including dismissal at the district's discretion.

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 negotiated agreements.

Sickness or other unavoidable circumstances which prevent the teacher from teaching twenty 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 as of the following August 1, the Board may terminate the teacher's employment.

All sick leave benefits with the district are automatically cancelled on the date an employee resigns or is discharged.

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. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).

Family and Medical Leave Act of 1993, 29 U.S.C. Sections 2601-2654; 29 CFR Part 825 (2000).

Cross Reference(s):

ACA - Americans with Disabilities Act