

# Crow-Applegate-Lorane School District 66

Code: **G CBD/GDBD**  
Adopted: 4/10/89  
Revised/Readopted: 6/07/04; 6/0914

## Leaves and Absences

Leave entitlement for illness will accrue at the rate of 10 days each year. Twelve-month employees will accrue one day per month or 12 days each year.

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

The district reserves the right, after an absence of more than five consecutive days, to require proof of illness 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, 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.

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.

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

END OF POLICY

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### 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 \*