

# Hermiston School District 8R

Code: **GCBE**  
Adopted: 6/4/02  
Readopted: 7/6/04, 5/3/05  
Orig. Code(s): GCBE

## Employee Attendance

The district recognizes an essential function of all employees is to maintain satisfactory attendance.

Satisfactory attendance is defined as no more than an average of one day of absence for illness or injury per month, except such cases as major surgery, recovery from a serious or life-threatening accident or illness or as a result of a documented mental or physical impairment that constitutes a disability. Qualifying leaves as defined under federal and Oregon Family Medical Leave Act laws also apply.

END OF POLICY

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### Legal Reference(s):

[ORS 332.507](#)  
[ORS 342.545](#)  
[ORS 342.610](#)  
[ORS 659.150 to 659A.186](#)

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).