

Hermiston School District 8R

Code: **GCBE/GDBE**

Adopted: 5/03/05

Revised/Readopted: 7/10/17

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

Legal Reference(s):

[ORS 187.010](#)

[ORS 336.010](#)