

**Port Orford-Langlois
School District 2CJ**

Code: **G CBD/GDBD**
Adopted: 5/10/88
Revised/Readopted: 6/8/04
Orig. Code(s): G CBD/GDBD

Leaves and Absences

Personal leave entitlement for illness will accrue at the rate of 10 days each year as provided by Oregon Revised Statutes. Twelve-month employees will accrue 1 day per month or 12 days each year.

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

The district reserves the right to require proof of personal illness or injury from all employees after five consecutive days absence. Any employee refusing to submit to the district's required certification or to an independent examination shall be [refused the use of accumulated sick leave for such alleged illness at the district's discretion] subject to appropriate disciplinary action, up to and including dismissal.

Other paid and unpaid leaves will be determined by the district's collective bargaining agreements.

Sickness or other unavoidable circumstances that 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

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).