

BOARD POLICY: EDUCATIONAL SUPPORT PERSONNEL SICK LEAVE

6330

Section A

Educational support personnel who work on a full time 12-month basis are eligible for 15 days of sick leave each fiscal year.

Section B

Educational support personnel who work on a full time 10-month basis are eligible for 11 days of sick leave each school year.

Section C

The benefits of sick leave contained in Section A and B shall be credited at the beginning of the employee's work year. New employees may not utilize the sick leave provisions contained in Sections A and B until they have completed their first full day of employment.

Section D

Educational support personnel eligible for sick leave may accrue sick leave days up to a maximum of 240 days at the end of any fiscal year.

Section E

Sick leave may be used for personal illness, quarantine at home, or serious illness or death in the immediate family or household. Immediate family is defined as an employee's spouse, or the parent, brother, sister, son, daughter, grandparent, or grandchild of either employee or spouse. Any other relative who is at the time of such illness a member of the same household as the employee also qualifies under this policy.

Section F

Serious illness shall be interpreted according to the normal use of the term by the medical profession. In the event an employee is absent for illness or injury, and irrespective of whether such absence is charged to any accrued sick leave, the assistant superintendent for human resources may require the employee to provide the results of an examination by a physician and a certificate be provided to the Board of Education as to the nature and extent of the illness or disability and the ability of the employee to perform his/her job function, or if the assistant superintendent for human resources believes there may have been an abuse of the sick leave policy, the employee may be required to undergo an examination by a physician selected by the district. The cost of such an examination shall be paid by the Board of Education.

Approved: November 4, 1974
Revised: September 24, 1984
Revised: January 23, 1995
Revised: April 14, 1997
Revised: September 25, 2000
Revised: April 26, 2010