

SICK LEAVE

In the event of illness or disability, an employee may be absent from work without loss of compensation or other benefits, provided the employee has sick leave entitlement. In the event of extended illness or disability, the employee may request a leave of absence.

Sick leave shall be granted on the basis of twelve (12) days per year for employees who are employed on a regular basis during the normal school year. Those regularly employed less than full time shall accrue sick leave at the rate of one (1) day per month of employment, prorated.

At the time of separation from District employment due to retirement or death, an eligible employee or the employee's estate shall receive remuneration at a rate equal to one (1) day's current monetary compensation (excluding extracurricular pay) of the employee for each four (4) full days accrued leave for illness or injury.

The above benefit will be provided as monetary compensation to the individual unless the bargaining unit or unrepresented group of which the employee is a member has elected otherwise by signing the attached Letter of Understanding to participate in the VEBA III sick leave conversion medical reimbursement plan for the applicable calendar year. A Letter of Understanding from an unrepresented group will be considered valid only if signed by each group member who is eligible for retirement under Department of Retirement Systems rules. Any such plan shall comply with all applicable state and federal regulations.

In January of the year following any year in which a minimum of sixty (60) days of sick leave is accrued, any eligible employee may exercise an option to receive remuneration for unused sick leave accumulated in the previous year at a rate equal to one (1) day's monetary compensation (excluding extra-curricular pay) of the employee for each four (4) full days of accrued sick leave in excess of sixty (60) days.

Sick leave for which compensation has been received shall be deducted from accrued leave at the rate of four (4) days for every one (1) day's monetary compensation.

No employee may receive compensation for any portion of sick leave accumulated at a rate in excess of one (1) day per month.

Accumulated sick leave is transferable from one school district or agency to another as provided by state law.



<i>POLICY ADOPTED</i>	<i>November 14, 1962</i>
<i>REVISED</i>	<i>August 19, 1974</i>
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