

LEAVE OF ABSENCE BENEFITS

SICK LEAVE BENEFITS

Sick leave benefits shall be two (2) days per year plus one day per contract month.

Sick leave is paid leave for illness or injury of a disabling nature to the employee, spouse, and children of any age or to parents of the employee.

Unused sick leave is cumulative without limit.

Certified only: Accumulated sick leave with substitute pay deduct that was accrued before 1983-84, will remain in effect until the leave has been depleted-maximum leave was 30 days.

PERSONAL LEAVE BENEFITS

Four (4) days each year of sick leave may be used for personal matters of the employee.

Except in emergency situations, the employee should give advance notice of at least two days to their principal or supervisor.

Unused personal leave is not accumulative, but will remain in the employees accumulated sick leave balance.

BUSINESS LEAVE BENEFITS

Employees may be granted two (2) days of paid business leave each year. Business leave is for legal or court related business only.

Requests for business leave should be submitted in advance to the employee's principal or supervisor using the "Business Leave Requisition" available at the school offices and the central office, or entered in Aesop for approval. The request must include the specific reason for the business leave.

Business leave is not accumulative.

JURY ACTS and COURT APPEARANCES

Recognizing that jury service is the civic duty of every qualified citizen, full pay compensation will be made to employees while serving on jury duty.

Full compensation will also be made to the employee for court attendance as a witness under subpoena.

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LEAVE for SERIOUS ILLNESS or DEATH of RELATIVES

Employees will be granted, per incident, up to five (5) days of leave with full salary in the event of death or serious illness of a close relative (mother, father, spouse, or child).

Serious Illness is defined as a life-threatening situation such as:

inpatient or outpatient surgery under an anesthetic (day of surgery only);

heart attack, stroke, and cancer in last stages;

potential danger of immediate shut down of any life-giving system.

Serious illness leave is **NOT** to be used for doctor appointments or staying home with a sick relative, including a relative returning home from the hospital.

Certified employees may take five (5) additional days for serious illness or death of a close relative with deduction of substitute pay.

Classified employees may take five (5) additional days for serious illness or death of a close relative with a deduction of 2/3 regular pay.

Employees will be granted, per incident, up to three (3) days of leave with full salary in the event of death or serious illness of a (brother, sister, brother or sister-in-law, mother or father-in-law, son or daughter-in-law, grandparent or spouse's grandparent or grandchild).

Certified employees may take three (3) additional days for serious illness or death of a close relative with deduction of substitute pay.

Classified employees may take three (3) additional days for serious illness or death of a close relative with a deduction of 2/3 regular pay.

In the event of serious illness or death of a **distant relative** (aunt, uncle, cousin, etc.) **or friend**, employees may use up to three (3) days of their **sick leave**. Certified employees may take five (5) additional days with deduction of substitute pay. Classified employees may take five (5) additional days with a deduction of 2/3 regular pay.

Please refer to the Board of Education Policies manual, section 5.300 at: www.usd489.com for more details regarding Leave Benefits.