

Personal Illness and Injury Leave

Sick leave entitlement for personal illness/injury will accrue at the rate of 10 days each year as provided by Oregon Revised Statute. Twelve-month employees will accrue one day per month or 12 days each year. All other employees who work less than twelve months will receive one (1) day per month.

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

After five days absence the district reserves the right to require proof of personal illness or injury from all employees, including a medical examination by a physician chosen and paid for by the district. Any employee refusing to submit to such an examination or to provide other evidence as required by the district, shall be subject to appropriate disciplinary action, up to and including dismissal.

Sickness or other unavoidable circumstances that prevent a teacher from teaching 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 the following August 1, the Board may terminate the teacher's employment.

All district-paid employee benefits, such as health and dental insurance, will cease on the last day of the month in which employment is terminated, or the staff member is moved to unpaid leave. The staff member will be informed of his/her rights to remain a part of the district benefit plan at personal expense.

Any worker who has sustained a compensable personal injury or illness and is disabled from performing duties while on the job will be re-employed at such time as a physician issues a certificate stating the type of work that is appropriate for reassignment, assuming such work is both suitable and available. Such rights of re-employment are subject to seniority rights and other restrictions of the collective bargaining agreement between the employer and employee unit.

END OF POLICY

Legal Reference(s):

ORS 332.507
ORS 342.545

ORS 342.610
ORS 659A.046

Knapp v. City of North Bend, 83 Or App 350 (1987); rev'd, 304 Or. 34 (1098)

Consolidated Omnibus Budget Reconciliation Act of 1985, as amended, 29 U.S.C. 1161-1169.

Tax Reform Act of 1986, 29 U.S.C. Sections 1001-1461

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)