

Nestucca Valley School District 101J

Code: **GCBD/GDBD**
Adopted: 6/09/97
Readopted: 2/07/11
Orig. Code(s): GCBA/GDBD

Leaves and Absences

Leave entitlement for personal illness or injury will accrue at the rate of 10 days each year as provided by Oregon Revised Statutes. Twelve-month employees will accrue one day per month or 12 days per 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, 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.

All medical information will be kept confidential, in a separate file from personnel records and released only in accordance with the requirements of the Americans with Disabilities Act.

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

Sickness or other unavoidable circumstances which prevent a teacher from teaching immediately following exhaustion of sick leave accumulated under Oregon law or exhaustion of sick leave awarded through the sick leave bank (if a member), 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 unable to return to work the following school year, the district must be notified by August 1, or the Board may terminate the teacher's employment.

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. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).
Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2601-2654 (2006); Family and Medical Leave Act of 1993, 29 C.F.R. Part 825 (2006).

Cross Reference(s):

GBDA - Mother Friendly Workplace
GBEDA - Drug and Alcohol Testing - Transportation Personnel