

At the beginning of the employment year, all employees of this district will be entitled to sick leave with full pay of one (1) day for each month of service, or a major portion thereof, as projected for the employment year. If the employee works less than full-time, the sick leave will be prorated by the FTE worked. *Sick leave will not be provided to those certificated employees whose contract is less than one-half (.5) or fewer FTE.*

Additional sick leave may be provided to certificated personnel when the negotiated agreement between this district and the local education organization so specifies.

MEDICAL DOCUMENTATION

The board of trustees may require proof of illness adequate to protect the district against malingering and false claim of illness. *The superintendent or designee may require proof of the employee's ability to return to work following an illness.*

ACCUMULATION OF SICK LEAVE

Unused sick leave will be accumulated, unlimited, from year to year, or as otherwise provided in the negotiated agreement, as long as an employee remains continually in the service of this district.

If a new employee has been employed by another district or state educational agency during the year immediately preceding, that individual's accumulated sick leave will be secured for, and credited to, that new employee.

In no event will the board compensate an employee for unused sick leave.



LEGAL REFERENCE:

Idaho Code Sections
33-1216 through 33-1218
Family Medical Leave Act
29 USC 2654
58 CFR 31812 through 31839

ADOPTED: August 10, 2005

AMENDED:

**Language in text set forth in italics is optional.*