

Board Policy

Code No. 414.2

CLASSIFIED EMPLOYEE PERSONAL ILLNESS LEAVE

Employees shall be granted fifteen (15) days of absence with pay for personal illness or injury not covered by worker's compensation, per year in the following amounts:

- 10-Month Employees – 15 Days
- 11-Month (234 Day) Employees – 16.5 Days
- 12-Month Employees – 18 Days

Each year's allotted sick leave is initiated upon the employee's first day of work for that school year. An employee may be required to present medical proof of sickness, injury, or inability to return to work for absences of five (5) consecutive days or more; however, in cases of suspected abuse the employee shall be informed of such suspicion and that medical proof may be required on subsequent absence, in addition to any disciplinary action that may be taken. The District reserves the right to request a second opinion at the District's expense.

Sick leave is accumulative with no loss or limitation.

Legal Reference: Whitney v. Rural Ind. School District, 232 Iowa 61, 4 N.W.2d 394 (1942).
29 U.S.C. §§ 2601 et seq. (2006)
29 C.F.R. Pt. 825 (2006).
Iowa Code §§ 20; 85.33, .34, .38(3); 279.40 (2009).
1980 Op. Att'y Gen. 605.
1972 Op. Att'y Gen. 177, 353.
1952 Op. Att'y Gen. 91.

Cross Reference: 403.2 *Employee Injury on the Job*
 403.8 *Employee Family and Medical Leave*
 414.7 *Classified Employee Non-Contractual Unpaid Leave*

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