

Board Policy

Code No. 409.2

EMPLOYEE LEAVES OF ABSENCE

The board will offer the following leave to full-time regular employees:

- Personal Illness (Sick) Leave – leave for medically-related disability or illness
- Non-Critical Family Illness Leave_ - leave to care for a sick member of the employee’s immediate family
- Bereavement Leave – leave to mourn the loss of a family member or close friend
- Adoption Leave – leave for an employee who legally adopts a child
- Personal Leave – leave to accomplish personal business that cannot be conducted outside the work day
- Jury/Witness Duty Leave – leave to be excused for jury or witness duty
- Military Leave – leave for military service, including the national guard
- Political Leave – leave to run for elective public office
- Professional Leave – leave to attend professional development
- Association Leave – leave for officers of an employee association

The provisions of each leave offering will be detailed in collective bargaining agreements, employee agreements and/or the Employee Handbook. In addition, other leave time may be bargained and described in collective bargaining agreements.

Leave offered by the district will not be less than what is required by law. In the event of an emergency or unforeseen circumstance, the superintendent may authorize additional paid compassion leave.

Legal Reference: 29 U.S.C. §§ 2601 et seq.
Pub.L. 116–127
29 C.F.R. §§ 825; 826.
Iowa Code §§ 20; 29A; 55; 85; 216; 279.40; 607A.
Whitney v. Rural Ind. School District, 232 Iowa 61, 4 N.W.2d 394 (1942).
Bewley v. Villisca Community School District, 299 N.W. 2d 904 (Iowa 1980).

Cross Reference: 403.2 Employee Injury on the Job
409.3 Licensed Employee Family and Medical Leave
409.8 Licensed Employee Unpaid Leave

Approved: September 21, 2020