

SECTION: SUPPORT PERSONNEL

TITLE: SICK LEAVE

ADOPTED: MARCH 21, 2007

REVISED:

FERNDALE AREA SCHOOL DISTRICT

534. SICK LEAVE	
1. Purpose	A sick leave policy to ensure employees receive paid days for such absences shall be established and implemented for eligible support personnel.
2. Authority	The Board shall annually provide full-time, regularly employed support staff sick leave days, which shall be cumulative.
SC 510	The Board reserves the right to require any employee claiming sick leave pay to submit sufficient proof, including a physician's certification, of the employee's illness or disability.
3. Delegation of Responsibility	The Board shall consider the application of any eligible employee for an unpaid extension of sick leave when the employee's accumulated sick leave is exhausted.
4. Guidelines	The Superintendent or designee shall report to the Board the names of those employees absent for noncompensable cause or whose claim for sick leave pay cannot be justified.
Pol. 517	Misuse of sick leave shall be considered a serious infraction subject to disciplinary action.
	A sick leave absence shall commence when the employee, or agent if the employee is sufficiently disabled, reports the absence. A sick leave day, once commenced, may be reinstated as a working day only with the approval of the Superintendent or designee.
	Whatever the claims of disability, no day of absence shall be considered a sick leave day on which the employee has engaged in or prepared for other gainful employment, or has engaged in any activity that would raise doubts regarding the validity of the sick leave request.

<p>School Code 510</p> <p>Board Policy 517</p>	<p><u>Sick Leave For Family Illness</u></p> <p>Support personnel may use up to a designated number of sick leave days to attend to the illness of a family member in accordance with the employee handbook.</p> <p><u>Proof Of Disability</u></p> <p>A support employee absent on sick leave may be required to submit a physician's written statement certifying his/her disability.</p> <p>A physician's statement may not be presumed to conclusively establish the employee's disability.</p> <p><u>Records</u></p> <p>The district's personnel records shall show the attendance of each employee; and the days absent for sick leave purposes shall be recorded, with the reason for such absence noted.</p> <p>A record shall be made of the unused sick leave days accumulated by each employee, which shall be reported to the employee.</p>
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