

PERSONNEL

Personal Sick Leave

The board, or its designee, may require medical verification from a licensed Physician for proof of illness and/or sickness for duty certification.

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

All benefited employees of this district will be entitled to sick leave with full pay of one (1) day for each month of service, a major portion thereof as projected for the employment year. In no event will the board provide compensation for unused sick leave except as provided by Idaho Code, for retirement purposes.

Employees may accrue unused sick leave. Upon retirement, an employee's accumulated unused sick leave must be reported by the District to the public employee retirement system.

Salary deductions shall be made for sick leave used in excess of that granted by this policy. For all employees, daily salary deductions shall be based on dividing the annual salary by the number of days required to be on duty during the school year.

FAMILY ILLNESS

Each employee will be allowed to use personal illness for immediate family illness to include spouse, children, siblings, parents, grandparents, grandchildren, in-laws, same members of the spouse's family, and dependents residing in the household. Medical verification of the family member's illness may be required to be provided to the District.

EXCLUSION/ISOLATION DUE TO COVID-19

Any employee that meets the conditions listed in either (1) or (2) below may use personal sick leave under this Policy without verification from a licensed Physician for proof of illness and/or sickness for duty certification:

1. The employee has been temporarily excluded from working at District facilities due to close contact with an individual who has tested positive for COVID-19; *and* the employee is unable to telecommute during such period of exclusion. The employee need not be suffering from illness.
2. The employee is caring for a minor child who has been individually excluded from school or daycare due to close contact with an individual who has tested positive for COVID-19; *and* the employee is unable to telecommute while caring for the minor child. The minor child need not be suffering from illness.

Legal Reference: I.C. § 33-1216 Sick and Other Leave
I.C. § 33-1217 Transfer of Sick Leave
I.C. § 33-1228 Severance Allowance at Retirement
Family Medical Leave Act, 29 USC 2601 et seq., 29 DF2 825.100 to 825.800

Policy History:

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