

SICK LEAVE BANK

A sick leave bank shall be provided for district employees in accordance with this policy, unless otherwise provided by negotiated agreement.

The purpose of the sick leave bank is to provide a source of sick leave for a district employee who has a serious illness or accident and uses up all accumulated leave or for the new employee who likewise sustains a long illness and does not have accumulated leave to use. The sick leave bank will consider all illnesses, including medical conditions related to pregnancy.

The sick leave bank shall be administered in accordance with the regulations accompanying this policy.

DONATE-A-DAY

The Board authorizes the Donate-a-Day program for employees to provide care for an ill member of their immediate family. The term “immediate family” includes a person who is related by blood, marriage, civil union, or adoption, anyone who lives in the employee’s household plus persons not in the employee’s household who are the employee’s children, step children, daughters-in-law, sons-in-law, parents, step-parents, parents-in-law, grandparents, grandparents-in-law, grandchildren, brothers, sisters, brothers-in-law, sisters-in law, spouse, partner in a civil union or domestic partner and others with whom the employee has an unusually close relationship.

The Donate-a-Day program shall be accessed only after an employee has exhausted all other leave available for this purpose.

Adopted May 16, 2012

Revised February 3, 2021

Cross Refs.: GBGG, Staff Annual Leave

GBGF, Federally-Mandated Family and Medical Leave

GBGI, Staff Military Leave

Contract Ref.: TEA Agreement - Article 9, Leaves, Section 9-10, Sick Leave Bank