

POLICY - LEAVE SHARING

5406

The district shall establish and administer a leave sharing program through which eligible employees may donate excess leave for use by an eligible recipient who is suffering from, or has a relative or household member suffering from, an extraordinary or severe illness, injury, impairment, or physical or mental condition; who is a victim of domestic violence, sexual assault, or stalking; who is sick or temporally disabled because of pregnancy disability; who is on parental leave; or who has been called to service in the uniform services.

Such a program is intended to extend leave benefits to an eligible employee who otherwise would have to take leave without pay or terminate his or her employment.

The superintendent or designee is directed to develop a procedure for administering the leave sharing program in a manner consistent with state law and applicable collective bargaining agreements.

Legal References: RCW
28A.400.380 Leave Sharing Program
41.04.650-665 Leave Sharing Program-Intent
WAC 392-126-004 Finance

Adopted:	February 14, 1991	North Thurston School District Board of Directors
Amended:	March 28, 1991	North Thurston School District Board of Directors
	January 27, 1994	North Thurston School District Board of Directors
	February 6, 1995	North Thurston School District Board of Directors
	August 24, 2010	North Thurston Public Schools Board of Directors
	December 11, 2018	North Thurston Public Schools Board of Directors
	July 15, 2025	NTPS Board of Directors