No. 4550
SECTION: PERSONNEL
TITLE: ABSENCES, ALTERNATIVE SICK LEAVE

ADOPTED: 9/28/99
READOPTED: 4/18/06;6/21/10;1/29/14;
11/15/16;8/20/19;5/18/21;
9/16/25
REVISED:

OXFORD AREA SCHOOL DISTRICT

It shall be the policy of the Oxford Area School District that any employee of the school district who is injured as a direct and immediate result of actions taken while intervening in a student confrontation or as a direct and immediate result of a student assault, as defined in the criminal code, not be required to use his/her personal sick leave time during his/her recovery from such injury.

The use of alternative sick leave time shall be upon the approval of the Superintendent of Schools and in accordance with the following conditions:

A. It can clearly be shown that the injury sustained was not as a result of any provocation or contributory action on the part of the employee.

B. The incident and injury were reported immediately to the school principal or supervisor.

C. In the case of an assault, the employee has filed a sustainable criminal charge against the assailant with the appropriate law enforcement agency.

D. An employee initiating a claim of injury requiring the use of alternative sick leave time may, at the discretion of the district, be required t0o submit to an examination by a physician chosen by the school district to determine the need for sick leave and fitness to return to duty.

By this action it is the expressed desire of the school district to assure all employees that they will not be adversely affected as a result of any action taken by them in addressing student behavior or as a result of an assault on them by a student.