

**BOARD COUNTER PROPOSAL #1**  
**July 26, 2018**  
**ARTICLE VIII – LEAVES OF ABSENCE**

**SECTION B - Paid Leaves**

**1. Sick Leave**

**1. Sick Leave**

a-i SAME

**j. Voluntary Employee Sick Leave Donation**

1. Beginning October 1, 2015, employees may request the donation of sick time from other District employees through the Voluntary Employee Sick Leave Donation Program. This program will allow an employee with a documented major condition to request additional paid sick time after they have exhausted their own accrued and credited paid time. The purpose of this program is to provide an opportunity for employees to voluntarily donate sick leave to an employee who, or whose spouse, minor child, or dependent child who is under legal guardianship of the employee, is experiencing a major medical emergency, illness, accident, or injury and has already exhausted all other available paid leave. ~~Beginning July 1, 2018, employees who have exhausted all other available paid leave may request voluntary sick leave donation for bereavement of an immediate family member as previously defined in paragraph 1 (g.2).~~
2. To receive donated sick time the employee must:
  - a. have one or more years of continuous service in the district;
  - b. have exhausted his/her own accrued and credited paid time, including vacation;
  - c. complete and submit to the Office for Human Resources and Educator Quality all required request form(s) and supporting documentation.
  - d. have a documented major medical emergency, illness, accident or injury or whose spouse, minor child, or dependent child who is under legal guardianship of the employee, has a documented major medical emergency, illness, accident or injury ~~or have documentation of the death of an immediate family member.~~
  - e. have not received formal discipline for attendance in the previous twelve (12) months.

3-8 SAME

**2. Illness-In-Line-of Duty Leave**

a.-e. SAME

**3. Personal Leave**

Teachers shall be allowed up to six (6) days of personal leave at full compensation during each year of their employment. Such leave will not be cumulative and shall be deducted from accrued sick leave when used. Such leave shall not be used for recreational purposes, but may be used for reasons relating to bereavement, family problems, household emergencies, legal business, transportation problems, etc. Teachers shall not be required to give reasons on leave forms.

4.-8. SAME

\_\_\_\_\_  
For the Board

\_\_\_\_\_  
Date

\_\_\_\_\_  
For the Union

\_\_\_\_\_  
Date