SECTION B - Paid Leaves

1. Sick Leave
   a. Sick Leave
   b. 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 one 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