

At the beginning of each new employment year and thereafter as necessary during the employment year, each classified staff of the District shall be entitled to sick leave with full pay of one (1) day, as projected for the employment year for each month of service in which they work a majority portion of that month. Sick leave for classified staff shall be calculated proportionate to the average hours worked per day, i.e. an employee working an average of three (3) hours a day shall receive three (3) hours of sick leave per month.

The Board of Trustees may require proof of illness adequate to protect the District against malingering and false claims of illness.

The Board of Trustees shall not provide compensation for unused sick leave. (Active members of PERSI who retire after age fifty-five (55), qualify for payment of medical premiums based on the number of unused sick leave days accumulated at a fifty percent (50%) ratio.)

Unused sick leave shall be accumulated from year to year as long as an employee remains continuously in the service of the School District with no limitation upon the accumulation of unused days. Termination of employment in the District shall terminate sick leave rights, both current and accumulated, except when such employee is employed by another District or another state educational agency during the year immediately following the year of termination in accordance with PERSI regulations.

At the beginning of each year, the District will shall inform each returning employee, in writing, the number of sick leave days they have accumulated. This shall include the days credited to their sick leave at the beginning of that year.

Personal sick leave days shall only be accrued and used during the regular school year as determined by the Board of Trustees. Temporary employment during the summer months when school is not in session does not qualify for use or accrual of personal leave time.

Policy Cross Reference:

Legal Reference:

Idaho Code §33-1216	Sick and Other Leave
Idaho Code §33-1217	Accumulation of Unused Sick Leave – Transfer – Sick Leave when Districts Divide or Consolidate
Idaho Code §33-1218	Sick Leave in Excess of Salutatory Minimum Amounts – Proof of Illness

Policy History:

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