

EPHRATA AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: SICK LEAVE

ADOPTED: December 18, 2006

REVISED: December 15, 2014

334. SICK LEAVE	
1. Authority SC 1154	<p>Board policy for certificated administrative and professional employees shall ensure that eligible employees receive paid sick leave days annually, in accordance with law, administrative compensation plan, individual contract, collective bargaining agreement, or Board resolution. Unused leave shall be cumulative.</p> <p>Board policy for noncertificated administrative and support employees shall ensure that eligible employees receive paid sick leave days annually, in accordance with the administrative compensation plan, individual contract, collective bargaining agreement or Board resolution. Unused leave shall be cumulative.</p>
SC 510, 1154	The Board reserves the right to require any employee claiming sick leave pay to submit sufficient proof, including a physician's certification, of the employee's illness or condition and inability to perform his/her duties.
Pol. 317	Misuse of sick leave shall be considered a serious infraction subject to disciplinary action.
SC 510, 1154	The Board shall consider the application of any eligible employee for an unpaid sick leave, pursuant to law where applicable, when the employee's own accumulated sick leave is exhausted.
2. Delegation of Responsibility	The Superintendent shall report to the Board the names of employees absent for noncompensable cause or whose claim for sick leave pay cannot be justified.
3. Guidelines	<p>A sick leave shall commence when the employee, or agent if the employee is unable, reports the absence.</p> <p>No day of absence shall be considered a sick leave day if the employee has engaged in or prepared for other gainful employment, has engaged in any activity that would raise doubts regarding the validity of the sick leave request, or if the absence is caused by an injury suffered while engaged in remunerative work unrelated to district duties.</p>

SC 510, 1154	<p><u>Proof Of Illness</u></p> <p>An employee absent on sick leave may be required to submit a physician's written statement certifying his/her illness or condition and inability to perform his/her duties.</p> <p>A physician's statement may not be presumed to conclusively establish the employee's need for sick leave.</p> <p><u>Records</u></p> <p>SC 510, 1154 The district's personnel records shall show the attendance of each employee; and the days absent shall be recorded, with the reason for such absence noted.</p> <p>SC 510, 1154 A record shall be made of the unused sick leave days accumulated by each district employee, which shall be reported to the employee.</p> <p>The Board may pay a specified amount for each unused sick leave day, up to a designated number of days, upon the retirement or death of an employee, as provided in the administrative compensation plan, individual contract, collective bargaining agreement or Board resolution.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 510, 1154</p> <p>Board Policy – 317</p>
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