

UPDATED POLICY - LEAVE SHARING

5406

The District shall establish and administer a leave sharing plan in which eligible employees may donate excess leave for use by a staff member who is suffering from, or has a relative or household member suffering from, an extraordinary illness, injury, impairment, or physical or mental condition; who is a victim of domestic violence, sexual assault, or stalking; who is sick or temporally disabled because of pregnancy disability; who is on parental leave; or who has been called to service in the uniform services.

Such a program is intended to extend leave benefits to a staff member who otherwise would have to take leave without pay or terminate his or her employment.

The Superintendent is directed to establish procedures for staff members who accrue annual leave and for staff members who do not accrue annual leave but who accrue leave to be used for illness, injuries or emergencies. The Superintendent is directed to administer the leave sharing plan in a manner consistent with state law and applicable collective bargaining agreements.

Legal References: RCW
28A.400.380 Leave Sharing Program
41.04.650-665 Leave Sharing Program
WAC 392-126-004 Finance-Shared Leave

Adopted:	February 14, 1991	North Thurston School District Board of Directors
Amended:	March 28, 1991	North Thurston School District Board of Directors
	January 27, 1994	North Thurston School District Board of Directors
	February 6, 1995	North Thurston School District Board of Directors
	August 24, 2010	North Thurston Public Schools Board of Directors
	December 11, 2018	North Thurston Public Schools Board of Directors