

## G-a-19 (GBGG) Staff Sick Leave

The Board recognizes that there may be times when an employee is unable to fulfill the duties of his/her position due to illness. Therefore, paid sick leave is provided for full time employees in accordance with this policy.

Paid sick leave may be accumulated without limit at the rates noted below:

<u>Staff Category</u>	<u>Days Worked</u>	<u>Sick Days per School Year</u>
Administrators & Licensed Teachers	234 +	12
Administrators & Licensed Teachers	214-233	11
Administrators & Licensed Teachers	179-213	10
Classified Employees (8hrs per day)	234 +	12
Classified Employees (8hrs per day)	214-233	11
Classified Employees (8hrs per day)	179-213	10
Classified Employees ( <i>Less than 8hrs per day</i> ) <b>Food Services</b>		8
Classified Employees ( <i>Less than 8hrs per day</i> ) <b>Aides &amp; Transportation</b>		6

Sick leave may be taken for personal illness, personal medical appointments or for the necessary care and attendance of a member of the employee's immediate family.

For sick leave purposes, the term "immediate family" shall be defined as spouse, partner in a civil union, son, son-in-law, daughter, daughter-in-law, mother, mother-in-law, father, father-in-law, brother, brother-in-law, sister, sister-in-law, grandparents, and grandchildren.

Employees may be paid, at the rates noted below, for all accumulated days of fifty (50) or more upon separation or retirement, provided such separation or retirement comes at the end of the current contracted period and provided the individual is leaving the

School District in good standing with appropriate notice so as not to create a hardship in the School District.

Licensed: current substitute daily rate
Classified: one-half their current per diem rate
Administrators: one-half their current per diem rate

Evidence of illness may be required for approval of sick leave pay.

Sick leave shall not apply during vacation leave, paid holidays or leaves of absence.

LEGAL REF.: C.R.S. [14-15-101](#) *et seq.* (*Colorado Civil Union Act*)

CROSS REFS.: [GBGF](#), Federally-Mandated Family and Medical Leave

[GBGH](#), Sick Leave Bank

Adopted: March 24, 2016