

BP 4161.1 – CERTIFICATED PERSONNEL - SICK LEAVE

Every certificated employee ~~working five school days each week~~ who works the majority of a contractual month is entitled to one and one-third days of sick leave ~~for that a~~ month. ~~Such leave for employees working less than five days per week shall be proportionately less.~~ Unused days of sick leave shall be accumulated from year to year without limitation.

The Superintendent or designee shall establish procedures for reporting and verifying such absences.

Teachers are subject to disciplinary action, up to and including termination, for misusing sick leave, including providing false information regarding the use of, or need for, sick leave.

Certificated employees may transfer accumulated sick leave between districts and the Department of Education and Early Development. Employees are responsible for initiating a transfer of sick leave credits within 90 days of commencing employment at the district.

(cf. 4161.4/~~4261.4/4361.4~~ - Family and Medical Leave)

Sick Leave Bank

Note: AS 14.14.105 provides that the School Board may establish a sick leave bank independently or jointly with ~~teachers~~certificated employees. The following optional language may be revised or deleted as appropriate.

The School Board authorizes the establishment of a sick leave bank to provide ~~teachers~~ certificated employees sick leave benefits in unusual circumstances. ~~Teachers-Certificated employees may draw not more than twice the number of days of sick leave the teacher has accumulated before the first day of school in any school year, or 24 days, whichever is greater~~ draw up to twice the number of days leave he/she has accumulated before the first day of school up to a maximum of 24 days. The School Board may grant additional leave in cases of severe illness or external hardship.

Legal Reference:

ALASKA STATUTES

14.14.105 Sick leave bank

14.14.107 Sick leave and sick leave transfer

14.20.147 Transfer or absorption of attendance area or federal agency school

23.10.500 - 23.10.550 Alaska Family Leave Act

ALASKA ADMINISTRATIVE CODE

4 AAC 15.040 Sick leave

4 AAC 15.900 Definitions

FAMILY AND MEDICAL LEAVE ACT, 29 U.S.C. 2601 et. seq.; 29 CFR Part 825, amend. 2008

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