

## Employee Attendance

The district recognizes an essential function of all employees is to maintain satisfactory attendance.

Satisfactory attendance is defined as no more than an average of one day of absence for illness or injury per month, except such cases as major surgery, recovery from a serious or life-threatening accident or illness or as a result of a documented mental or physical impairment that constitutes a disability. Qualifying leaves as defined under federal and Oregon Family Medical Leave Act laws also apply.

**Unauthorized leave may result in the initiation of dismissal procedures as deemed appropriate by the administration, and will be carried out in accordance with current collective bargaining agreements.**

### END OF POLICY

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#### Legal Reference(s):

[ORS. 332.507](#)

[ORS 342.545](#)

[ORS 342.610](#)

[ORS 659.150 to 659A.186](#)

Americans with Disabilities Act of 1990, 42

U.S.C. Sections 12101-122213; 29

CFR Part 1630 (2000); 28 CFR Part

35 (2000)

Family & Medical Leave Act of 1993, 20

U.S.C. Sections 2601-2654; 29

CFR Part 825 (2000)

[OAR 581-021-0045](#)

[OAR 581-022-1720](#)

Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(d).

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(e).

Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. Sections 621-634.

Age Discrimination Act of 1975, as amended, 42 U.S.C. Sections 6101-6107.

Equal Pay Act of 1963, as amended, 29 U.S.C. Section 206(d).

Rehabilitation Act of 1973, 29 U.S.C. Sections 791, 793 and 794.

Title IX of the Education Amendments of 1972, 20 U.S.C. Sections 1681-1683; 34 CFR Part 106 (2000).

Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).

Wygant v. Jackson Board of Education, 476 U.S. 267 (1989).

#### Cross Reference(s):

AC - Nondiscrimination

ACA - Americans with Disabilities Act

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