

Morrow County School District

Code: GCBDD/GDBDD

Adopted: 8/15/16

Revised/Readopted: 3/10/25

“Employee” means an individual who ~~who is employed by the district and who is paid on an hourly, stipend or salary basis, and for whom withholding is required under Oregon Revised Statute (ORS) 316.162-316.221~~ renders personal services at a fixed rate to the district if the district either pays or agrees to pay for personal services or permits the individual to perform personal services. The definition does not include volunteers or independent contractors.

Employees qualify to begin earning and accruing sick time on the first day of employment with the district.

~~A~~ The district employing 10 or more employees and therefore shall allow an eligible employee to access up to 40 hours of paid sick time per year. Paid sick time of 40 hours shall be front-loaded to an employee at the beginning of each year. ~~all full and part time classified, licensed, confidential and administrators at the beginning of each fiscal year. For substitute and temporary employees paid sick time shall accrue at the rate of at least one hour of paid sick time for every 30 hours the employee works, or 1 1/3 hours for every 40 hours the employee works.~~

The employee may carry up to 40 hours of unused sick time from one year to the subsequent year. An employee is limited to using no more than 40 hours of sick time in a year.

Sick time shall be taken in hourly increments ~~except for licensed substitute employees who will take paid sick time in minimum increments not to exceed four hours. The paid sick time~~ and may be used for the employee’s or a family member’s¹ mental or physical illness, injury or health condition, need for medical diagnosis, care or treatment of a mental or physical illness, injury or health condition or need for preventive care, or for reasons consistent with the qualifying Family Medical Leave Act (FMLA) Paid Family and Medical Leave Insurance (PFMLI) or Oregon Family Leave (OFLA). Sick time may also be used in the event of a public health emergency or for leave to address domestic violence, harassment, sexual assault, bias, or stalking under ORS 659A.272.

The use of sick time may not lead to, or result in, an adverse employment action against the employee.

The district reserves the right after an ~~employee~~ uses sick time for more than four ~~three~~ consecutive scheduled workdays of absence, to require ~~proof of personal illness or injury from an employee~~ verification or certification in accordance with law of the need for the sick time, including a medical ~~examination by a physician chosen and~~ verification or certification² ~~paid for by the district.~~ An ~~If an~~ employee ~~refusing to submit to such an examination~~ fails to provide verification or certification or fails

¹“Family member” is defined by the Oregon Family Leave Act (OFLA).

² In the case of need for leave under ORS 659A.272, the district may not require the verification or certification to explain the nature of the illness or details related to the domestic violence, sexual assault, harassment, bias, or stalking, which necessitates the use of sick time.

to provide other evidence as required by the district, the employee shall be subject to appropriate disciplinary action, up to and including dismissal.

When the reason for sick time is consistent with FMLA/~~PFMLI~~ or OFLA leave, ~~the~~ sick time leave and ~~the~~ qualifying FMLA/~~PFMLI~~ or OFLA leave may run concurrently.

When the reason for sick time is consistent with ORS 332.507, ~~the~~ sick time leave and leave pursuant to ORS 332.507 may run concurrently.

If the reason for sick time is a foreseeable absence, the district ~~may~~ requires ~~the~~ an employee to provide advance notice of ~~their~~ the intention to use sick time within 10 days of prior to when the requested sick time is to begin; or as soon as otherwise practicable. When ~~the~~ an employee uses sick time for a foreseeable absence, the employee shall take reasonable effort to schedule the sick time in a manner that does not unduly disrupt the operations of the district (e.g., grading deadlines, in-service training, and mandatory meetings). The district may discipline an employee if the employee fails to make a reasonable effort to schedule leave in a manner that does not unduly disrupt the operations of the district.

If the reason for sick time is unforeseeable, such as an emergency, accident or sudden illness, the employee shall notify the district ~~consistent with the reporting time established by the district~~ at least 24 hours in advance or when circumstances prevent the employee from providing notice as required, as soon as practicable.

The district may discipline an employee for violating workplace policies and procedures if the employee fails to provide notice as required.

The district shall establish a standard process to track the eligibility for sick time of a substitute.

END OF POLICY

Legal Reference(s):

[ORS 332.507](#)

[ORS 342.545](#)

[ORS 342.610](#)

[ORS653.601 – 653.661](#)

[ORS 659A.150 to -659A.186](#)

[OAR 839-007-0020 - 0065](#)

~~[SB 454 \(2015\)](#)~~

Americans with Disabilities Act ~~of 1990~~ / Americans with Disabilities Act Amendments Act, 42 U.S.C. §§ 12101-12213 (2018); 29 C.F.R. Part 1630 (~~2006~~2023); 28 C.F.R. Part 35 (~~2006~~2023).

Family and Medical Leave Act ~~of 1993~~, 29 U.S.C. §§ 2601-2654 (~~2006~~2018); Family and Medical Leave Act ~~of 1993~~, 29 C.F.R. Part 825 (~~2006~~2023).

~~[Americans with Disabilities Act Amendments Act of 2008](#)~~.

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