

SICK LEAVE

The Board recognizes its statutory duty to provide paid sick leave to regular employees of the Board for absence due to personal illness, pregnancy, exposure to contagious disease which could be communicated to others, and for absence due to illness, injury, or death in the employee's immediate family.

All regular full-time employees of the Board eligible for sick leave shall receive fifteen (15) such sick leave days annually at the rate of one and one-quarter (1 1/4) a month. Unused sick leave shall be cumulative up to three-hundred-twenty (320) days. **[May not be less than 120 days in accordance with R.C. 3319.141, however, any number more than 120 days must be approved by the employing Board.]**

Regular part-time employees shall be entitled to sick leave in proportion to the time actually worked in accordance with R.C. 124.38 (i.e., 4.6 hours of paid sick leave for each eighty (80) hours of service).

The Board shall accept by transfer the accumulated sick leave up to one-hundred-twenty (120) days which any new employee has acquired in another position of public service in Ohio, provided that the last termination of such service shall have been within the last ten (10) years.

Newly hired full-time non-teaching employees and regular full-time non-teaching employees who have exhausted his/her accumulated sick leave shall be credited with five (5) days **[cannot be less than five(5)]** sick leave in advance which shall be part of the fifteen (15) days that can be accumulated for the year.

Substitutes or persons who are employed by the Board on an as-needed, seasonal, or intermittent basis, are not eligible for paid sick leave.

Employees must be in attendance on scheduled work days or be in authorized leave status.

R.C. 124.38, 3319.141

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Adopted (DATE)