

## **LEAVE SHARING**

The district will establish and administer a leave sharing program through which eligible employees may donate excess leave for use by an eligible recipient who is suffering from, or has a relative or household member suffering from, an extraordinary or severe illness, injury, impairment, or physical or mental condition; who is a victim of domestic violence, sexual assault, or stalking; who is sick or temporally disabled because of pregnancy disability; who is on parental leave; or who has been called to service in the uniform services.

Such a program is intended to extend leave benefits to an eligible recipient who otherwise would have to take leave without pay or terminate his or her employment.

The superintendent or designee is directed to develop a procedure for administering the leave sharing program in a manner consistent with state law and applicable collective bargaining agreements.

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Cross References:      Board Policy 5021      Conflicts Between Policy and Bargaining Agreements

Legal References:      RCW 28A.400.380      Leave sharing program  
                                 RCW 41.04.650-665      Leave sharing program - Intent  
                                 WAC 392-126-004 - Finance  
                                 104

Management Resources:      2018 - May Issue  
                                 2010 - October Issue  
                                 Policy News, October 2004 Revisions to the State Leave Sharing Program  
                                 Policy News, August 1999 Staff may share personal holiday

Revision Date: 8/27/18  
Adoption Date: January 15, 2003  
Woodland School District #404