
LEAVE SHARING

The district ~~will~~shall establish and administer a leave sharing ~~program through plan in~~ which eligible employees may donate excess leave for use by ~~an eligible recipient a staff member~~ 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 or physical or mental condition.

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

The superintendent ~~or designee~~ is directed to ~~develop a procedure establish procedures~~ for ~~administering staff members who earn personal holiday leave, staff members who accrue annual leave and sick leave and for staff members who do not earn annual leave but who accrue leave to be used for illnesses, injuries or emergencies to donate leave. The superintendent is directed to administer~~ the leave sharing ~~program plan~~ in a manner consistent with state law and applicable collective bargaining agreements.

Cross References: 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 -104 Finance

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

~~Cross Reference: Board Policy 5021 Applicability of Personnel Policies~~

~~Legal References: RCW 28A.400.380 Leave sharing program~~

~~41.04.650~~

~~—through 665 Leave-sharing program~~

~~WAC 392-126-004~~

~~—through 104 Finance Shared Leave~~

Adoption Date: January 15, 2003
Woodland School District #404