

**SICK LEAVE
CERTIFIED PERSONNEL
(REGULATIONS)**

1. A teacher will receive one (1) day of sick leave per month. A teacher may accumulate up to sixty (60) days of sick leave.
 - A. A teacher may use sick leave for personal accidental injury, illness or pregnancy, or accident injury, illness, in the immediate family. Immediate family includes spouse, children, parents, and grandparents.
 - B. All nine month employees shall receive nine days of sick leave.
2. It is not required that a teacher obtain prior approval to use sick leave, however, the teacher may be required to provide certification of illness by a medical doctor.
3. A teacher may transfer up to a maximum of sixty (60) days sick leave earned in another Oklahoma public school district provided:
 - A. the teacher was employed by an Oklahoma public school district the preceding school year.
4. In case the teacher does not have sufficient accrued sick leave or accrued employment time to qualify for full sick leave under school policy, the teacher will pay only the cost of a certified substitute, not to exceed twenty (20) days.
5. Each teacher shall receive \$200 bonus at the end of each school year, providing the teacher has not used more than two (2) days of the ten (10) newly accumulated sick leave days.
6. Maternity leave will be treated the same as sick leave. The teacher may teach up to the time determined by her and her doctor before the delivery date. However, the teacher must keep her student's welfare in mind, and if her condition is adversely affecting the student's education, she should start her maternity leave immediately.

NOTE: The term "immediate family" has been defined as those close family members such as a spouse or children residing within the same household as the employee. Sick leave may also be taken for the life-threatening illness of non-dependent children, mother, father, sister, brother, grandparents, mother-in-law, or father-in-law.

REFERENCE: 70 O.S. §6-104
Atty. Gen. Op. No. 84-12
Atty. Gen. Op. No. 91-632