

September 1, 1998

## **FACULTY SICK LEAVE**

### **General**

Ten days sick leave shall be allowed each ten-month employee each year. Those certified employees who are employed for twelve months shall receive twelve days sick leave per year. Eleven-month employees shall receive eleven sick days annually. Sick leave is cumulative up to sixty (60) days. Sick leave is interpreted as the time when sickness keeps a teacher from being present to conduct his or her regular daily classroom work because of pregnancy or personal illness or illness of a spouse, parent of either spouse, child, or brother or sister of either spouse, or any other person whose relationship to the teacher is such to justify the teacher's absence.

If after exhausting all sick leave, a teacher is absent from his or her duties due to personal accidental injury, illness or pregnancy, the employee shall receive for a period of not to exceed twenty (20) days his or her full contract salary less the amount:

- Actually paid a certified substitute teacher for his or her position if a certified substitute is hired;
- Normally paid a certified substitute teacher for his or her position if a certified substitute teacher is not hired.

If the employee is unable to return to work after said twenty-day period the employee shall be on unpaid leave or, if eligible, he or she may receive donated sick leave.

If for any reason the board of education or the superintendent believes this benefit is being abused, a statement of illness from a doctor may be required to justify granting of sick leave.

### **Retirement Credit for Unused Sick Leave**

The district will maintain accurate and up-to-date information concerning unused sick leave for purposes of teacher retirement credit. In accordance with state law and the regulations of the Oklahoma Teacher Retirement System, the total creditable service of a member who retires or terminates employment and elects a vested benefit may include up to 120 days of unused sick leave for retirement credit.

### **Child Care Leave**

In accordance with state law and if approved by the board of education, a teacher who takes no more than 90 days without pay to care for the teacher's child during the first year of the child's life shall receive full credit toward retirement for those days missed if the teacher pays Oklahoma Teacher Retirement System the full contribution on the salary which would have been received. The teacher shall also receive credit for those days in computing experience for salary.

References: 70 O.S. 5-117 (Section 68, School Law Book, 1997)  
 70 O.S. 6-104 (Section 141, School Law Book, 1997)  
 Amended by SB 66, 1995 Legislative Session  
 SB 1033, 1998 Legislative Session