

EMPLOYEE LEAVES OF ABSENCE

The board will offer the following leave to full-time regular licensed employees:

- Personal Illness (Sick) Leave – Leave for medically-related disability or illness
- Family and Medical Leave
- Discretionary Leave
- Bereavement Leave
- Political Leave
- Jury Duty Leave
- Military Service Leave
- Unpaid Leave

The board will offer the following paid leave to full-time regular classified employees:

- Personal Illness (Sick) Leave – Leave for medically-related disability or illness
- Family and Medical Leave
- Discretionary Leave
- Bereavement Leave
- Political Leave
- Jury Duty Leave
- Military Service Leave
- Unpaid Leave

The provisions of each leave offering will be detailed in the Employee Handbook

Leave offered by the district will not be less than what is required by law. In the event of an emergency or unforeseen circumstance, the superintendent may authorize additional paid leave.

Legal Reference: 29 U.S.C. §§ 2601 *et seq.*
 29 C.F.R. § 825.
 Iowa Code §§ 20; 85; 216; 279.40.
 Whitney v. Rural Ind. School District, 232 Iowa 61, 4 N.W.2d 394 (1942).

Cross Reference: 403.2 Employee Injury on the Job
 409.3 Licensed Employee Family and Medical Leave
 409.8 Licensed Employee Unpaid Leave

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Reviewed _____

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