

LEAVE SHARING

The district shall establish and administer a leave sharing program through which eligible employees may donate excess leave for use by 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 temporarily 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 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 for administering the leave-sharing program in a manner consistent with state law and applicable collective bargaining agreements.

Cross Reference: Board Policy 5021

Conflicts Between Policy and
Bargaining Agreements

Legal References: RCW 28A.400.380
41.04.650-665

Leave sharing program
Leave sharing program - Intent

Chapter 392-126

WAC Finance — Shared Leave

Management Resources:

Policy News, August 1999
Policy News, October 2004

Staff may share personal holiday
Revisions to the State Leave Sharing
Program

Policy News, October 2010
Policy News, May 2018

Adoption Date: September 18, 1996

Revised and Renumbered (5328): May 19, 2004

Revised: February 16, 2005

May 15, 2019