

CHAPTER 6.00 – HUMAN RESOURCES

SICK/BEREAVEMENT LEAVE

6.70.9

- I. Sick leave is defined as the absence from regular duty by an employee because of the following:
 - A. Personal illness or doctor's quarantine;
 - B. Incapacitating personal injury;
 - C. Death in the family of the employee (parent, spouse, child, sibling, parent-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, nephew, niece, grandchild, grandparent, uncle or aunt);
 - D. Where unusually strong personal ties exist because of an employee's having been supported or educated by a person of some relationship other than those listed, this relationship may be recognized for leave purposes. In such cases the employee concerned shall file with the Dale County Board of Education a written statement of the circumstances which justify an exception to the general rule;
 - E. Attendance to an ill member of the immediate family (parent, spouse, child, sibling) of the employee, a person standing in loco parentis, or an individual with a close personal tie.
- II. Dale County School System employees shall be allowed to accumulate an unlimited number of sick leave days.
- III. A new employee may transfer unused earned sick leave from another Alabama school board, as permitted by law, upon certification by the previous employer.
- IV. See Policy 6.71 for Dale County School System Sick Leave Bank provisions.
- V. Notwithstanding anything to contrary, all Board employees shall be allowed two (2) bereavement days per school year, which can only be used upon the death of an immediate family member (parent, spouse, child, sibling, grandparent or grandchild) of the employee. Such bereavement leave is non-cumulative and must be requested in writing to the school principal.

STATUTORY AUTHORITY:

CODE OF ALABAMA
16-1-30

LAW(S) IMPLEMENTED:

CODE OF ALABAMA
16-1-18.1, 16-13-231, 16-22-9

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ALABAMA ADMINISTRATIVE PROCEDURE ACT: _____

HISTORY:

ADOPTED: Dec 16, 2008
REVISION DATE(S): JANUARY 1, 2017
FORMERLY: NEW