

## Bigfork School District # 38

### PERSONNEL

5321

#### Sick Leave

##### Policy and Objectives

It is the policy of the Bigfork Public Schools to grant its employees sick leave benefits in accordance with Section 2-18-618, MCA, or within the respective collective bargaining agreements reached with its various units and/or as specified within individual employment contracts of employees.

Nothing in this policy guarantees approval of the granting of such leave in any instance. Each request will be judged by the District in accordance with this policy and the governing collective bargaining agreements.

The objectives of this policy are to establish functional uniform procedures for calculating and granting sick leave benefits in accordance with Section 2-18-618, MCA; and/or governing collective bargaining agreements.

Further, it is the objective of this policy to assure that the district assures compliance with current maternity leave requirements as specified by the 1978 amendment to the Civil Rights Act of 1964 banning pregnancy discrimination. Sick leave will be available for pregnancy, miscarriage, childbirth, and recovery therefrom.

It is understood that seniority shall accumulate while a teacher or employee is utilizing accumulated sick leave credits. Seniority will not accumulate unless an employee is in a pay status.

Legal Reference: 2-8-618, MCA Sick Leave

Adoption Date: 4/6/95