Board Policy
BP 5406
Personnel

Leave Sharing

The district shall establish and administer a leave sharing plan in which eligible employees may donate excess leave for use by an eligible recipient 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, or who has been called to service in the uniform services.

Such a program is intended to extend leave benefits to an eligible recipient who otherwise would have to take leave without pay or terminate his or her employment.

The superintendent is directed to establish procedures to donate leave for staff members who earn personal holiday leave, staff members who accrue annual leave and sick leave and staff members who accrue leave to be used for illnesses, injuries or emergencies. The superintendent is directed to administer the leave-sharing plan in a manner consistent with state law and applicable collective bargaining agreements.

Cross Reference:
(cf. 5021 Applicability of Personnel Policies)

Legal References:
RCW 28A.400.380 Leave sharing program
RCW 41.04.650-665 Leave sharing program
WAC 392-126-004 through104 Finance--Shared Leave

Management Resources
PNA 9908.03 Staff may share personal holiday
Policy News, October 2004 Revisions to the State Leave Sharing Program
Policy News, October 2010 Leave Sharing

Adoption Date: 01/24/2001: REVISED 10/2004 REVISED 11/2010
Cape Flattery School District