

## **LEAVE SHARING**

The district will 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; who is a victim of domestic violence, sexual assault, or stalking; who is sick or temporally 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 an eligible recipient who otherwise would have to take leave without pay or terminate his or her employment.

The superintendent or designee is directed to develop a plan for administering the leave sharing plan 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 Leave sharing program

41.04.650-665 Leave sharing program

WAC 392-126-004 -104 Finance — Shared Leave

### **Management Resources:**

2018 - May Policy Issue

2010 - October Issue

Policy News, August 1999 Staff may share personal holiday

Policy News, October 2004 Revisions to the State Leave Sharing Program

Classification: Encouraged

### **Adoption Date:**

**Nespelem School District**

**Revised: 04.18.06; 09.29.10; 06.29.22**