
AURORA PUBLIC SCHOOLS
Adopted March 1981
Revised March 2000
Recoded September 1998
Revised March 2008
Revised December 2013

APS Code: GCCAA

STAFF SICK LEAVE

1. Sick leave with pay is a benefit provided to employees to protect their health and welfare. Sick leave may not be used for travel time out of state for routine medical service. Among the reasons for which paid sick leave may be used are:
 - a. Injury or illness of the employee or injury or illness of a member of the employee's immediate family; and
 - b. Dental visits, doctor visits or other health purposes when such appointments can be made only during the working day, provided however, that the employee shall come to work before the appointment if s/he can remain for two or more hours of her/his normal duty day before reasonably having to leave for the appointment and shall return to work after the appointment if s/he can reasonably return with two or more hours of her/his normal duty day remaining after arrival.
2. Any employee taking sick leave may be required by the chief personnel officer or designee to verify the illness or injury by furnishing a medical doctor's statement or certificate.
3. An employee receiving workers' compensation, or compensation from the District's Long-Term Disability Insurance Plan or the PERA disability fund for a period during which the employee is on paid leave, and consequently is eligible to receive full pay, shall have the option of using a portion of his/her accrued leave to enable the employee to receive the equivalent of his/her full salary.
4. The term "members of immediate family" shall mean the employee's spouse, child, father, mother, foster father, foster mother, foster children, stepchildren, domestic partners, partners in a civil union, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandparent, grandchild or any other relative of the employee living in the immediate household.