Leave Sharing

The district shall establish and administer a leave sharing program through 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 temporarily 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 procedure for administering the leave sharing program in a manner consistent with state law and applicable collective bargaining agreements.

Cross Reference: Policy 5021 Applicability of Personnel Policies

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

Management Resources:
   Policy News, May 2018 Revision to the State Leave sharing Program
   Policy News, October 2004 Leaving Sharing
   Policy News, October 2010 Staff may share personal holiday
   Policy News, August 1999

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