

3800/4800 Board Supplement

20.0 ~~EXCESSIVE ABSENTEEISM~~

~~The Board recognizes the vital importance of having a low absentee rate among school personnel in order to provide consistent services and instruction to students. Regular attendance is a duty of employment and an essential function of the job for all school system employees.~~

~~Any leave taken beyond the amount to which the employee is entitled under state and federal laws and regulations will be considered in assessing the employee's performance. Absences in excess of the entitled legal leave (which does not include donated leave) may result in dismissal from service.~~

~~Additional absences beyond the employee's entitled legal leave may be granted if such an allowance is determined to be in the best interest of the school system. However, the additional leave taken will be considered by the school system when annually assessing the employee's job performance.~~

~~To the extent permitted by law the school system may consider chronic absences which do not exceed an employee's legal leave amount in assessing the employee's job performance. The superintendent may develop regulations to further implement this provision.~~