

## **G-28 SICK LEAVE**

All personnel of the Opelika City Schools will be eligible for sick leave earned at the rate of one (1) day for each month of service. Any unused sick leave may be carried forward from one (1) fiscal year to the next and can accumulate without any established maximum number of days. Accumulated sick leave can be converted to service time at the time of retirement according to the rules of the Alabama Retirement System.

Sick leave is defined by the Alabama State Code as the absence from regular duty by a professional or classified employee due to the following:

A. Personal illness;

B. Bodily injury which incapacitates the employee;

1. Attendance upon an ill member of the employee's family or death in the immediate family of the employee (husband, wife, father, mother, son, daughter, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, nephew, niece, grandson, granddaughter, grandfather, grandmother, uncle, aunt or an individual with a close personal tie;
  
2. Death, injury or sickness of another person who has unusually strong personal ties to the employee, such as a person who stood in loco parentis;

When unusually strong personal ties exist because of an employee having been supported or educated by a person of some relationship other than those listed, this relationship may be recognized for leave purposes. In such cases the employee shall file with the Superintendent a written statement of the circumstances that justify an exception to the general rule.

**ADOPTED: June 25, 2002**

**LEGAL REF: Code of Alabama 16-1-18.1**