

## **EMERGENCY LEAVE**

Emergency leave may be granted as per collective bargaining agreement.

An emergency arises out of unforeseen and unexpected circumstances which create an air of crisis or extreme need. The circumstances must present a grave and clear danger that imminently threatens physical or mental health or would result in irremediable harm or in immediate disaster to life or property unless some action were taken.

Any leave used under terms of this policy shall be deducted from the staff member's accumulated sick leave. In the event the staff member's sick leave has been exhausted, the leave shall be granted without pay.

A written application for emergency leave must be returned to the district office on the day of re-turn to school.

Cross Reference: Board Policy 5021

Applicability of Personnel Policies

Legal References: RCW 28A.400.300

Hiring and discharging employees —  
Leaves for employees — Seniority  
and leave benefits, retention upon  
transfers between schools