

LEAVE OF ABSENCE

The Grand Coulee Dam School District offers several leaves of absence to its employees. Some of these are federally mandated and some are at the discretion of the school board. Detailed explanation of these leaves can be found in the respective Collective Bargaining Unit agreement. Proper use of these agreements are essential to the function of our school and to keeping to the commitment we have to our students.

By providing leave entitlements, the district is recognizing the need for employees to miss work without consequences. With that said, the district must also be able to count on its employees to perform their duties. Excessive absenteeism has an adverse effect on a students' education and wellbeing as well as being detrimental to coworkers and the workplace. When absenteeism goes beyond the reaches of agreed upon entitlements, the atmosphere of the district suffers and therefore must be addressed and appropriate actions taken.

It is inappropriate to use more leave than the employee is entitled to. Absences beyond the negotiated leave entitlements will be considered excessive leave and will be without pay. Excessive leave without pay will be dealt with using the disciplinary steps outlined in the bargaining agreement.