

Kelsey School Division Box 4700 The Pas, MB R9A 1R4	Code: GBEB
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EMPLOYEE ABSENTEEISM

A. Sick Leave:

1. When an employee is unable to work due to a medical condition of the employee, the sick leave plan provides for pay for such absences to the extent of the employee's accumulated sick leave.
2. The School Division is committed to promoting and maintaining high standards of attendance.

B. Responsibility of the Employee

1. The following basic responsibilities of the employee are fundamental to ensuring the School Division meets this commitment:
 - a) To be at work on time, barring any reasonable and unavoidable problem.
 - b) To attend to personal affairs and obligations outside of working hours within the context of existing policy and expected practice (see Professional Personal Leave Guidelines).
 - c) To notify their supervisor or principal as far in advance as possible of any absence from work or return to work.
 - d) To provide documentation to support the absence and/or fitness to return to work (ie. Request for Leave Form and a medical certificate, signed appointment slip, prescription slip, etc.) after 3 consecutive days of being absent. All unsubstantiated absences reported on the principal or designate's "Month End Report" will be deducted as days without pay.
 - e) To provide the School Division with documentation to allow it to satisfy any obligation it may have to the insurance carrier.
 - f) Whenever possible to schedule out-of-town appointments on non-instructional days.

C. Responsibilities of Supervisor/Principal or Designate

1. Attendance records shall be monitored by the supervisor/principal and the School Division Human Resources.
2. If an employee's record of absenteeism reflects above average usage of sick leave or a pattern of absenteeism is apparent, an interview will be held with the employee.
3. The Supervisor/Principal will, if necessary:
 - a) Provide emotional support to employees who are sick and require assistance.

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- b) Offer support and make employees aware of the availability of support programs Employee Assistance Program (i.e. E.A.P.).
- c) Inform the employee that they are required to take any and all measures to improve their attendance.
- d) Restate the School Division's expectations regarding attendance.
- e) Inform the employee that the employee's attendance will continue to be monitored, and if no improvement is forthcoming, a follow up interview will be conducted with the Superintendent (for teaching staff) or Secretary-Treasurer (non-teaching staff).
- f) Report to payroll the employees who will be or have been away 10 or more days.

D. Responsibilities of Kelsey School Division

1. The payroll officer will, on a monthly basis, provide each principal and supervisor with a current cumulative record of absenteeism for employees under their supervision. This record shall be held in confidence by the supervisor/principal. The record shall be compiled from the time sheets submitted to the School Division office Human Resources.
2. If a principal/supervisor advises that an employee has a personal problem contributing to above average absenteeism, the School Division Office (Superintendent and/or Secretary Treasurer) will counsel the employee as to what the School Division can provide in the way of assistance (ie. counselling such as the E.A.P. or other options provided by the School Division).
3. Attendance interview records are to be received and monitored by the School Division office Human Resources.
4. If an interview is required, the employee should be advised that an employee representative may be present.