

111-7. EMPLOYMENT PRACTICES UPON DISCONTINUANCE OR TERMINATION OF CLASSIFIED POSITIONS; DISCIPLINARY ACTION.

A. PROCEDURES FOR REEMPLOYMENT. AN EMPLOYEE IN A POSITION WHICH IS TO BE ABOLISHED, DISCONTINUED OR VACATED BECAUSE OF A CHANGE IN DEPARTMENTAL ORGANIZATION OR THROUGH STOPPAGE OR LACK OF WORK SHALL BE LAID OFF AND HIS NAME PLACED ON THE ELIGIBLE LIST FOR THE CLASS OF POSITION FROM WHICH HE IS LAID OFF, AND HE SHALL BE REEMPLOYED IN PREFERENCE TO ANY ELIGIBLE PERSON NOT AN EMPLOYEE OF THE DISTRICT ON OR AFTER JUNE 1, 1963, SHOULD A VACANCY OCCUR IN HIS CLASSIFIED POSITION.

B. SUSPENSION. THE DISTRICT, FOR DISCIPLINARY PURPOSES, MAY SUSPEND AN EMPLOYEE FOR NOT OVER THIRTY (30) DAYS. EACH SUSPENSION SHALL BE WITHOUT PAY; PROVIDED, HOWEVER, THAT NO EMPLOYEE SHALL BE SUSPENDED FOR SUCH DISCIPLINARY PURPOSES OVER THIRTY (30) DAYS IN ANY CALENDAR YEAR.

111-8. VACATION AND SICK LEAVE POLICIES FOR CLASSIFIED EMPLOYEES.

EVERY CLASSIFIED EMPLOYEE SHALL RECEIVE AS VACATION IN EACH CALENDAR YEAR A LEAVE OF ABSENCE WITH PAY OF ONE AND ONE-HALF (1 1/2) WORKING DAYS FOR EVERY MONTH ACTUALLY WORKED DURING THE PRECEDING YEAR. IN ADDITION TO SUCH ANNUAL LEAVE, ANY EMPLOYEE SHALL BE ENTITLED TO SICK LEAVE WITH PAY FOR NOT IN EXCESS OF FIFTEEN (15) WORKING DAYS IN ANY CALENDAR YEAR; PROVIDED, HOWEVER, THAT IF ANY EMPLOYEE IN ANY CALENDAR YEAR USES LESS THAN THE FULL AMOUNT OF SICK LEAVE ALLOWABLE, SUCH UNUSED LEAVE SHALL BE ACCUMULATIVE UP TO SIXTY (60) WORKING DAYS AND SHALL BE AVAILABLE TO SUCH EMPLOYEE FOR SICK LEAVE AT ANY TIME. ANY EMPLOYEE USING THREE (3) OR MORE CONSECUTIVE DAYS' SICK LEAVE SHALL PRESENT A CERTIFICATE FROM A DULY LICENSED PHYSICIAN BEFORE RECEIVING ANY PAY FOR THE PERIOD OF SUCH ABSENCE. THE DISTRICT, BY RULE, MAY PROVIDE FOR GRANTING LEAVES OF ABSENCE FOR LONGER PERIODS WITH PAY OR WITH PART PAY TO EMPLOYEES WHO MAY BE DISABLED EITHER THROUGH INJURY OR ILLNESS AS A RESULT OF OR ARISING FROM THEIR RESPECTIVE EMPLOYMENT AND SHALL MAKE SUCH RULES AS MAY BE NECESSARY TO CARRY OUT THE PROVISIONS OF THIS SECTION. ANY UNUSED LEAVE ACCUMULATED BY ANY OF THE EMPLOYEES OF THE DISTRICT ON JUNE 1, 1964, SHALL BE CREDITED TO THEIR RESPECTIVE LEAVE RECORDS.

111-9. CERTAIN EMPLOYEES INCLUDED IN CLASSIFIED SERVICE WITHOUT EXAMINATION.

ALL EMPLOYEES OF THE DISTRICT AS OF JUNE 1, 1963, SHALL BE