

CONSULTATION AGREEMENT  
BETWEEN THE  
AUSTIN INDEPENDENT SCHOOL DISTRICT  
AND  
EDUCATION AUSTIN

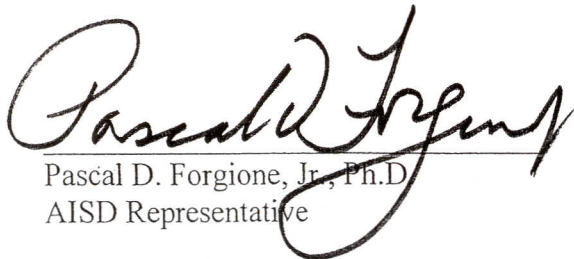
SUBJECT: CERTIFICATION OF ILLNESS

Pending approval from the Board of Trustees, the parties hereby agree that beginning school year 2008-2009 Board Policy DEC (LOCAL) shall be **expanded** to include:

CERTIFICATION  
OF ILLNESS

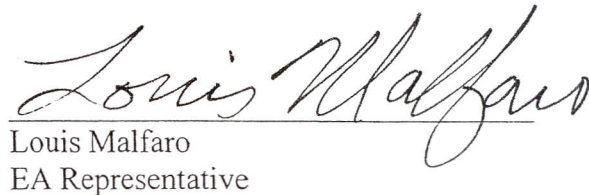
DEC(LOCAL)

An employee requesting to use any leave benefits described in this policy for his or her personal illness or for the illness of an immediate family member for a period of five or more days duration shall be required to file with the Department of Human Resources a certification of the illness by the employee's health care provider. **A certification of illness by the employee's health care provider for personal illness or for the illness of an immediate family member for a period of less than five days shall be required to be filed at the discretion of the Department of Human Resources if there appears to be evidence to support abuse of such leave. A record of leave usage in question shall be provided to the employee, who shall have ten (10) workdays to respond. No leave shall be denied or withheld pending resolution of the review process.**

  
Pascal D. Forgione, Jr., Ph.D.  
AISD Representative

Date

2/27/2008

  
Louis Malfaro  
EA Representative

Date

2/27/2008