

SUPPORT STAFF LEAVES AND ABSENCES/VACATIONS AND HOLIDAYS/ HEALTH AND DENTAL INSURANCE BENEFIT

This policy applies to regular employees and does not apply to temporary or substitute staff. All leave and vacation time except sick leave requires prior approval of the Building Principal (if applicable) and Superintendent.

PERSONAL LEAVE

Each regular employee shall be granted five (5) personal days each year as of the first day of the school year. The employee shall notify the Principal at least three (3) days prior to taking such leave. In an emergency, the employee should notify the Principal as soon as possible. Personal days can be taken at any time and the employee is not required to give a reason.

BEREAVEMENT LEAVE

A regular employee is entitled to up to five days at any one time in the event of death in the immediate family. Such leave must be approved by the Principal or Superintendent. For the purposes of this section, immediate family includes an employee's parents, grandparents, sons, daughters, aunts, uncles, brothers, sisters, respective in-laws, grandchildren, spouse and significant other. In the event of the death of a close friend or other relative, a teacher may be granted one (1) day's leave to be taken from accumulated sick leave.

SICK LEAVE

1. Personal Sick Leave

- a. A regular employee is entitled to fifteen (15) sick leave days each school year for their own personal illness or injury necessitating absence from work, and doctor and dentist appointments that cannot be scheduled outside the school day. Sick leave days are credited on the first official day of the school year.
- b. Pregnancy and childbirth will be treated like any other temporary disability for the purposes of sick leave use.
- c. A regular employee may accumulate up to 180 days of sick leave. An employee who has reached the 180-day limit will receive the fifteen (15) days at the beginning of each school year, but unused days cannot be added to their accumulated sick leave until the number falls below 180.
- d. The Superintendent has the discretion to request medical documentation of the need for sick leave days whenever an employee is absent for three or more consecutive days, or if there is a pattern of sick leave use.

- e. A regular employee who uses five or fewer sick leave days in a school year (for personal and/or family use) will receive a payment equal to their per diem for one day.

2. Family Sick Leave

- a. A regular employee may use up to fifteen (15) of their personal sick leave days a year for the purpose of caring for a member of their immediate family when the employee's presence is necessary. For the purposes of this section, immediate family includes an employee's parents, grandparents, sons, daughters, aunts, uncles, brothers, sisters, respective in-laws, grandchildren, spouse and significant other.
- b. The Superintendent has the discretion to request medical documentation of the need for an employee to use sick leave for family purposes.

VACATION

Employees will receive paid vacation on a prorated basis according to days scheduled to work as follows:

<u>DAYS SCHEDULED TO WORK</u>	<u>VACATION DAYS</u>
87 – 111	5
112 – 136	6
137 – 161	7
162 – 186	8
187 – 208	9
209 – 233	10
234 and up	11

Vacation pay will be based on the employee's normal workday and hourly wage not to exceed 8 hours pay per day. Vacation will normally be taken on non-school days and within the year in which it is earned.

HOLIDAYS

Employees will receive pay for all holidays which occur in a scheduled workweek. Only employees who are employed for 52 weeks per year will receive pay for those holidays that fall during scheduled student vacations. Observed holidays are as follows:

- 1. July 4
- 2. Labor Day
- 3. Indigenous Peoples Day
- 4. Veteran's Day

5. Thanksgiving Day
6. Friday following Thanksgiving Day
7. Christmas Day
8. New Year's Day
9. Martin Luther King Jr. Day
10. Washington's Birthday (President's Day)
11. Patriot's Day
12. Memorial Day

Any holiday falling on a Saturday will be observed on the preceding Friday, and any holiday falling on a Sunday will be observed on the following Monday.

HEALTH INSURANCE BENEFIT

For the purpose of health insurance benefits, all employees who work a minimum of 30 hours per week will receive full single subscriber MEA Anthem Standard or Choice Plus health insurance coverage. If the employee elects not to participate in a medical insurance plan, a maximum amount of \$2850.00 will be received as a taxable cash payment – the intent is that each employee will have medical insurance coverage from another health insurance vendor other than the Board's health plan. An employee may elect any other coverage level offered under the District's plan and pay the monthly cost difference for the coverage for which the employee is eligible and selects.

DENTAL INSURANCE BENEFIT

The Board agrees to pay the single rate subscription for MEA/Northeast Delta Dental Plan Option 3, with Orthodontic Rider 3 for all employees who work a minimum of 30 hours per week. Employees can purchase additional coverage at their expense.

DATE ADOPTED: July 1, 2003

DATE REVISED: November 18, 2004; September 22, 2005; July 19, 2007; April 15, 2010; September 3, 2015; March 10, 2016; February 5, 2025; MAY 28, 2026