

## **DISTRICT PROPOSALS 7.27.21**

### **Section 7.4**

In the event of an unusual school closure due to inclement weather, plant in-operation, or the like, the District will make every effort to notify each employee to refrain from coming to work. This notification shall be in the form of public radio/TV announcements **and on the district website and automated notification system**. Employees reporting to work shall receive a minimum of two (2) hours pay at base rate in the event of such closure; provided, however, no employee shall be entitled to any such compensation in the event he/she has been actually notified by the District of the closure prior to leaving home for work.

### **Section 7.6**

Hours worked outside the employee's scheduled shift shall at the employee's option, ~~shall~~ be accrued as comp time, or as hours worked for pay **and used or paid before the end of the pay period following when it was earned** and shall comply with the Fair Labor Standards Act. The accrual and use of Comp time **or additional pay for hours worked beyond the employee's workday** shall be **pre**approved by the administrator or program supervisor.

### **Section 9.5.1 NEW LANGUAGE**

5. Employees taking leave to do student teaching, practicum and/or observation hours shall request an unpaid leave of absence or take deduct days to complete their hours. Employees taking leave specifically to student teach shall have their position posted and apply for open positions if they opt to return as a paraeducator. Such employees shall retain their seniority date for 6 months after returning from unpaid leave.

### **Section 9.6 Maternity Leave**

An employee requesting maternity leave shall give written notice to the district at least two (2) weeks prior to commencement of said leave. The written request for maternity leave should include a statement as to the expected date of return to employment. **The employee may use accrued sick, personal, and vacation leave concurrently with any applicable federal or state leave. Once Federal leave such as FMLA is exhausted employees will have the opportunity to exhaust any remaining accrued sick leave for child bonding. Once exhausted, the employee must request an unpaid personal leave of absence for continued child bonding up to ninety (90) days. If the employee does not qualify for federal or state leave,** the employee may use accrued sick, personal, and vacation leave up to sixty (60) calendar days after childbirth. Requests for additional leave beyond ninety (90) days after birth shall be submitted using Section 9.5. (Non-medical) or Section 9.5.1. (Medical) provided medical criteria are met.

### **Section 10.6**

The District shall publicize ~~within the bargaining unit~~ the availability of open positions **on the District website** within ten (10) workdays after the District determines the opening. ~~Announcements shall be posted on the District's website. They shall also be posted in each building and~~ A copy **will be** emailed to

the Chapter President. Announcements will be posted **on the district website** for a minimum of five (5) workdays. The job posting shall include the minimum hourly rate.

Additional time of two (2) hours or less will be awarded as per Section 10.5.1.