RECOMMENDED Descriptor Code: DDEA

JURY & WITNESS DUTY

The Manvel School District recognizes that jury duty is an important public service. Therefore, in accordance with NDCC 27-09.1-17, no employee of the District will be deprived of employment, laid off, penalized, threatened or otherwise coerced as a result of the employee receiving or responding to a jury summons or subpoena, serving as a juror or witness pursuant to a summons or subpoena, attending court for jury service or to give witness testimony pursuant to a subpoena or in accordance with this policy.

Non-exempt Employees

During jury duty or when subpoenaed to appear as a witness, non-exempt employees shall be paid regular wages based on the number of hours typically worked but not to exceed 40 hours per week but shall remit any statutory compensation received for jury duty to the District. In addition, non-exempt employees shall remit to the District any compensation received for appearing as a witness pursuant to a subpoena or as approved by administration.

Exempt Employees

Exempt employees shall be paid regular wages but shall remit to the District any statutory compensation received for jury duty. In addition, exempt employees shall remit to the District any compensation received for appearing as a witness pursuant to a subpoena or as approved by administration.

Expert Testimony

Employees shall not voluntarily serve as an expert witness unless such service is not in conflict with the interests of the District and is reapproved by administration.

End of Manvel School District #125 Policy DDEA ..... Adopted: 12/09/19

Updated: 2/10/20