

3) January 3, 2024

2nd. Revision 12/4

ARTICLE VIII Section 4. Bereavement Absence:

Subd. 1. A maximum of five (5) days for each death in categories "a", "b", "c", "d", and "e" as listed below for each full time teacher. An employee may take up to five (5) days of paid bereavement leave per event for any death(s) occurs in the employee's immediate family, ~~that occurs in the employee's family of a person with whom the teacher has a significant relationship.~~ For purposes of this Agreement, ~~"immediate family" includes a spouse, children, parents or equivalent, siblings, grandparents, grandchildren, aunts, uncles, nieces, nephews and equivalent in laws.~~ For purposes of this Agreement, "immediate family" includes a spouse/partner, children, parents, or equivalent, siblings, grandparents, grandchildren, aunts, uncles, nieces, nephews, and cousins and equivalent in laws, including the equivalent of the aforementioned and individuals who dwell under the same roof or with whom the teacher has a significant relationship. The Superintendent may, in their sole discretion, grant up to ten (10) additional days of bereavement leave per school year for ~~reasons such as multiple deaths in the immediate family, out-of-state funerals or other~~ extenuating circumstances.

Subd. 2. One (1) day for each of the categories "f" through "l." A maximum of an additional three (3) days may be permitted at the discretion of and upon the approval of the Executive Director of Human Resources. Part-time teachers shall accrue and be eligible for such a benefit on a pro-rata basis.

- a. parent, step parent or former guardian of teacher
- b. spouse of teacher
- c. individuals who dwell under the same roof and comprise a family or domestic establishment
- d. child, step child of teacher
- e. parent or step parent of spouse
- f. brother, step brother, sister, or step sister of teacher
- g. spouse of teacher's child
- h. grandchildren or step grandchildren of teacher
- i. grandparents or step grandparents of teacher or spouse
- j. brother, step brother, sister, or step sister of spouse
- k. brother-in-law, sister-in-law, nephew, niece, uncle or aunt
- l. or a dependent living in the immediate household and is included as a dependent by the employee in filing state and federal tax returns.

Subd. 3. ~~If a teacher has exhausted all accrued personal days in a given school year, he or she may use (3) personal sick days per year to attend the funeral of a person with whom they have a significant relationship.~~

~~Red strikeouts~~ are what the BEA is proposing.

Blue highlight with red text is new from the BEA.

Green highlight is new from the BEA 12/4/2023

Orange highlight is new from the BEA 1/3/2024