

# January 10, 2024

## Item 11

ARTICLE VIII **Section 1. Personal Illness Sick Leave:** When the District has reason to believe that leave is being abused or misused, it has an obligation to investigate and take appropriate action to prevent or remedy the misuse.

- Subd. 1. ~~Each school year of service, all full-time teachers shall earn personal illness-absence sick leave at the accumulative rate of ten (10) days for 112 hours 120 Hours each year of service in the employ of the School District. Effective July 1, 2019, ten (10) days shall be deposited to each full-time teacher at the beginning of each school year. Teachers hired after the first day of the school year shall have the ten (10) days 112 hours 120 Hours Prorated based upon the number of days missed divided by 184 days. Part-time teachers shall accrue and be eligible for such benefit on a pro-rata basis.~~
- Subd. 2. ~~Unused personal illness-absence Sick Leave days may accumulate to one hundred eighty (180) days one thousand, four hundred and forty (1440) hours.~~
- Subd. 3. ~~When a teacher has exhausted personal illness-absence Sick Leave, the teacher shall have 1/184th of salary for each day of absence deducted from a subsequent payroll. (Teachers in their first year of employment with the District shall have 1/187th of salary deducted.)~~
- Subd. 4. ~~In the event the illness or injury necessitates absence beyond thirty (30) consecutive days the qualifying period, income protection insurance will ensue in accordance with the existing policy. Excess days, if any, will be available upon return.~~
- Subd. 5. ~~Personal illness, disability, and emergency medical and dental procedures, required health care examinations, required dental examinations, and time needed to travel to and from required medical examinations are covered by this Section.~~
- Subd. 6. ~~Teachers currently under contract and employed during summer school may use accumulated personal illness-absence Sick Leave if necessary. Such days shall be deducted on a pro-rata basis rounded to the nearest tenth.~~
- Subd. 7. ~~Any employee who is absent because of injury, who deserves compensation under Minnesota Workers Compensation Act, shall receive from the Board the difference between the allowance under the Act and his/her regular salary for a period of time that funds from his/her accumulated sick absences will provide on a prorated basis, or until he/she is eligible for long term disability.~~
- Subd. 8. ~~Employees can use their earned sick time for the employee's mental or physical illness, treatment or preventive care; a family member's mental or physical illness, treatment or preventive care; absence due to domestic abuse, sexual assault or stalking of the employee or a family member; closure of the employee's workplace due to weather or public emergency or closure of a~~

family member's school or care facility due to weather or public emergency; and when determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease.

Subd. 9. Family members are defined as their child, including foster child, adult child, legal ward, child for whom the employee is legal guardian or child to whom the employee stands or stood in loco parentis (in place of a parent); their spouse or registered domestic partner; their sibling, stepsibling or foster sibling; their biological, adoptive or foster parent, stepparent or a person who stood in loco parentis (in place of a parent) when the employee was a minor child; their grandchild, foster grandchild or step-grandchild; their grandparent or step-grandparent; a child of a sibling of the employee; a sibling of the parents of the employee; a child-in-law or sibling-in-law; any of the family members listed above of an employee's spouse or registered domestic partner; any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and up to one individual annually designated by the employee.

Subd. 10. The total number of sick time accrued and available for use, as well as the total number of earned sick hours used shall be available to employees via the current online payroll system, i.e. Skyward.

### Section 3. Family Illness—Absence:

Subd. 1. At the beginning of each school year, each full time teacher shall be credited with a maximum of five (5) days per school year, cumulative to seven (7), for illness in the family for each full time teacher. Part time teachers shall accrue and be eligible for such benefits on a prorated basis.

Subd. 2. The term family is interpreted to mean anyone of personal significance to a teacher.

Subd. 3. Teachers who have exhausted their family illness absences may use personal illness absence provided by the employer for absences due to an illness of the employee's family member for such reasonable periods as the employee's attendance with the family member may be necessary, on the same terms the employee is able to use sick leave benefits for the employee's own illness. This section applies only to sick leave benefits payable to the employee from the employer's general assets.

**Blue highlight** with black text is NEW from the BEA on January 10, 2024