

PSC counter proposal 4/9/25

## PTA Proposal E8 Personal Business Leave

*Presented by Pembroke Teachers Association on Tuesday, February 11, 2025*

The Pembroke Teachers Association proposes the following changes to the Unit E CBA, Article VI Personal Days, for the 2025-2028 contract year:

### ARTICLE **VI 6** : PERSONAL **DAYS BUSINESS LEAVE**

- A. Three (3) Personal Business **Leave D**days **will shall** be granted **to each Member every year** for the purpose of conducting necessary and important business, provided that reasonable, advanced notice with the request form set forth below is given in writing to the Superintendent and/or **his their** designee.
- B. Personal **Business I**Leave **is-to shall** be considered personal, and as such, no explanation **from a Member is shall be** necessary, however, a **bargaining-unit m**Member shall provide a reason in advance, normally at least forty-eight (48) hours prior to the taking of such leave, if the **p**Personal **Business Leave** day will precede or follow a school holiday or vacation.
- C. This time shall not be deducted from sick leave provisions.
- D. **Personal Business Leave may be used in half-day increments.**

Need clarification: For example, how will this work for a 3 hour employee?

- E. **Members may claim the use of Personal Business Leave for unscheduled school closings to avoid loss of compensation.**

Reject since the day is made up in June.

- F. Any unused **p**Personal **Business Leave** days shall be converted to accumulated sick leave at the end of the work year.

agree