

USEP Proposal #1

ARTICLE VIII – LEAVES OF ABSENCE

Section A Rules Governing - same

Section B Paid Leaves

1. - same

2. Injury/Illness-in-Line-of-Duty Leave

a. A SRP shall be entitled to Injury/Illness-in-Line-of-Duty (ILD) Leave not to exceed ten (10) days during any school year because of personal injury received in the discharge of duty or because of illness from any contagious or infectious disease contracted at work. However, in the case of sickness or injury occurring under such circumstances as in the opinion of the Sick Leave Committee warrant it, additional emergency sick leave may be granted days. These days shall only be granted if the employee has not been released back to work through the Worker's Comp Carrier. All ILD Leave shall be granted only after investigation and approval. Such leave shall be non-cumulative from year to year without approval from the ILD committee as described below.

b. A SRP may seek additional ILD leave for an illness or injury incurred and approved in a prior school year if the SRP's additional care is approved in his/her workers' compensation claim and he/she submits medical documentation supporting such need. Such additional ILD leave may be granted not to exceed ten (10) days during any school year only if the ILD committee reviews and approves an additional leave request.

~~c. In case of sickness or injury occurring under said circumstances, the Board may grant additional leave.~~

~~d. c.~~ No leave granted under this provision shall be charged to accrued Sick Leave.

~~e. d.~~ The Board and Union agree that a committee shall be authorized to investigate and approve reports of illness/injury-in-line-of-duty, use of Injury/Illness-in-Line-of-Duty Leave, and make recommendations to improve safety conditions, and the use of Workers' Compensation benefits. An administrator with voting power shall chair this committee. In addition, the Board and the Union shall name an equal number of voting members.

3-8 Same

For the Board

Date

For the Union

Date