

UTD/ M-DCPS 2023-24 Negotiations

UTD Proposal #5

4/25/23

ARTICLE XIV -- LEAVES/VACATION/TEMPORARY DUTY

Section 8. Sick Leave with Pay

A. Illness of self or illness and/or death of:

Mother	Sister-in-Law	Stepchildren
Father	Brother-in-law	Grandchild
Sister	Uncle	Son-in-law
Brother	Aunt	Daughter-in-law
Foster children	Husband	Grandmother
Stepparents	Wife	Grandfather
Mother-in-law	Child	Niece
Father-in-law	Foster parent	Nephew

B. Illness and/or death of:

Persons who reside at the same address as the person who is requesting sick leave.

C. To encourage and reward personnel who exercise particular care in the maintenance of their personal health and job attendance, the Board provides a good attendance incentive. All employees in the bargaining unit who accrue sick leave may cash in sick leave days accrued each year, provided the following criteria are met:

1. The employee must use no more than a total of three sick/personal leave days during the course of the fiscal year (July 1-June 30).

2. The employee must have remaining a minimum of 21 accrued sick leave days after cash-in of sick leave days accrued on an annual basis. Compensation for annual accrued sick leave cashed in, pursuant to the above provisions, shall be as follows:

The employee's daily rate of pay during the fiscal year in which the days were accrued times 80 percent.

Payment for this benefit will be made on or before July 31st of the following fiscal year. Days for which such payment is received shall be deducted from the employee's accumulated leave balance.

D. Bereavement Leave

Employees requesting leave for a death as described above shall be granted three days of bereavement leave with pay. Qualifying bereavement leave shall not be deducted from the employee's accumulated sick leave.