

**CROCKETT COUNTY CONSOLIDATED COMMON SCHOOL DISTRICT**  
**BOARD OF EDUCATION**

Subject: **Consider Proposed Changes to Leave Policy - DEC (Local)**

Related Pages:       (attached)      

Presented by:  
Chris duBois  
Superintendent

**ACTION**

**BACKGROUND INFORMATION**

Deliberations by a district-wide Benefits committee resulted in recommendations for amending local Leave Policy [ DEA (Local)]. Our employees have had no provision for accumulating State Discretionary Leave to have available as contingencies for major life events, etc. Further, our Local Sick Leave policy penalizes employees for any days they might need to miss for family concerns, and fosters dishonesty in some cases.

We have arrived at a recommendation that we believe incentivizes saving of State days; allows flexibility in use of Local leave as intended by legislation enacted last year; increases staff satisfaction with benefits and ultimately discourages excessive absenteeism. These changes can be implemented without any additional cost to the district and in fact may sharply curb expenditures for substitutes. The current levels of absenteeism ultimately result in lesser quality instruction.

**ADMINISTRATIVE RECOMMENDATION**

Approve recommended changes to Leave policy DEA (Local)

**APPROVAL/DISAPPROVAL**