



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: April 8, 2014

TITLE: Study of Proposed Revisions to the Governing Board Policy Documents Regarding Former Employee Benefit of Supplemental Sick Leave:
GBGD-R (Workers Compensation);
GCCA (Professional Staff Sick Leave);
GCCC-R (Professional Staff Leaves of Absence without Pay);
GCCG (Professional Staff Voluntary Transfer of Accrued Sick Leave);
GCCH-R (Professional Staff Bereavement Leave);
GDCA and GDCA-R (Support Staff Sick Leave);
GDCC-R (Support Staff Leaves of Absence without Pay);
GDCG (Support Staff Voluntary Transfer of Accrued Sick Leave); and
GDCH-R (Support Staff Bereavement Leave).

BACKGROUND:

Several years ago, when the state legislature first began implementing substantial cuts to school district budgets, the meet and confer teams recommended the suspension of a district employment benefit program known as Supplemental Sick Leave accrual to its employees. Initially, it was hoped that suspension of the benefit program would be temporary. In the several years that have followed, however, the District has been unable to reinstitute the program.

During the meet and confer process this year, it was noted that several policy references to “Supplemental Sick Leave” still remain in the District’s policy manual. The references to supplemental sick leave had been maintained in the policies in the hope of reinstating the benefit, but this has caused and may continue to cause confusion among district staff. It was therefore agreed during meet and confer this year that such policy references should be deleted to bring policy into conformity with the actual status of the benefits terms of the District.

Proposed revisions removing references to supplemental sick leave to the above-referenced policies are recommended to clarify policy language.

RECOMMENDATION:

This item is presented for the Board’s study at this time. The policy revisions will be brought back at a later date for the Board’s approval.

INITIATED BY:

Todd A. Jaeger, Associate to the Superintendent

Date: March 12, 2013

Patrick Nelson, Superintendent