

**EXECUTIVE SUMMARY
BOARD OF TRUSTEES MEETING
DECEMBER 8, 2009**

POLICY DEC (LOCAL) Compensation And Benefits: Leaves and Absences

Mission Statement:

In pursuit of excellence . . .

The mission of the Denton Public Schools, in partnership with home and community, is to provide the best educational opportunities in a challenging yet supportive environment where individuals and cultural diversity are respected, so that our students become knowledgeable and responsible citizens, capable of life-long learning and demonstrate the necessary skills to contribute productively in a complex and ever-changing world.

Board Goal:

V.

- a. develop and expect a consistently high level of, and respect for, professional performance by all staff
- e. promote health and wellness in the workforce

VI.

- a. review and adjust policies and procedures effectively to address the challenges of rapid growth and changing demographic characteristics while maintaining and enhancing our strong sense of community

Purpose of Report:

This workshop topic provides the Board of Trustees an update regarding the recommended changes to Board Policy DEC (Local). These recommendations stem from new regulations from the Department of Labor on the Family and Medical Leave Act which constitute a major overhaul of the previous federal rules. The Department of Labor reorganized the existing regulations, deleted obsolete provisions, made substantive changes, and adopted new military leave provisions.

Objective:

Provide a draft of Board Policy DEC (Local) as reviewed by TASB for the Board to consider during the approval process.

Operational Impact:

Subject to the approval of the Board of Trustees, our leave policy will be in compliance to Federal Law.

Results:

The Board of Trustees is required to make changes to its Local Policy as necessary when there are changes in the law.