



Board Action Required

No Action Required

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To: Coppell ISD Board of Trustees  
From: Brad Hunt  
Date: February 16, 2015  
cc: Dr. Waldrip, Kay Ryon

**Re: Board Policy Revision – DEC (Local)**

The following changes are being requested for DEC (Local):

**CATASTROPHIC ILLNESS OR INJURY** A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee's immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph. ~~Complications resulting from pregnancy shall be treated the same as any other condition.~~

**AND**

**DURATION OF LEAVE**

Discretionary use of state personal leave shall not exceed two consecutive workdays.

An exception to the duration of leave provision shall be permitted for an employee who is retiring at the end of the duty year and meets all of the following:

- (1) The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed;
- (2) The employee is in a position requiring at least 226 days of service annually;
- (3) The employee is retiring under TRS; and
- (4) The employee has enough accumulated state personal leave to make up the difference of workdays between his or her last day of service and August 31.

