

## *Minidoka County Education Association*

January 26, 2017

Dear Chairwoman Heins and School Board Members ,

We were disappointed and concerned when we learned that the district would not return personal or sick leave days to people who were scheduled to be out on the day(s) the district designated as snow days. Since we did not have school, the district did not have to accommodate the absences of the people who had arranged to be gone.

It is our understanding that sick leave, personal and other leave days are limited and are given in exchange for the district hiring a substitute or to account for that absence. Because the district chose to call a snow day, the district didn't have to pay a substitute or make any other arrangement to cover the classroom.

By requiring those few teachers to give up a personal or sick day, the district is requiring them to account for/make up the day on which the district was closed. This seems to be an unfair burden on those teachers. I see no policy to reflect this practice. According to Policy 410.52 (5) it states: Certificated employees are not required to attend school on closure days. Why would they be required to use their personal and/or sick days if we are not required to be in school?

We would like to have an opportunity to talk to you about this and are asking that you reconsider your position. It would show teachers that the district does care about them and makes every effort to show them that they are appreciated. Good PR goes a long way when neighboring districts are not taking teacher's sick or personal leave on emergency closure days. Your consideration would be appreciated.

Sincerely,

Maria Fassett  
MCEA Co-president

Tara McCall  
MCEA Co-President