

POLICY REVIEW

DEC (LOCAL)

LEAVES AND ABSENCES



DEC(LOCAL) – REVIEW AND CONSIDERATIONS

The DAC Committee reviewed and considered DEC(local)

- 1. Annual Reimbursement of Local Leave**
- 2. Extended leave, sick leave pool, sick leave banks**
- 3. Reimbursement for Leave Upon Retirement**



ANNUAL REIMBURSEMENT OF LEAVE

- ❖ Five (5) local leave days per school year
 - (3-5) is average across the state
- ❖ Accumulation of local leave without limit
 - most district limit accumulation, with use it or lose it provisions
 - Bellville's policy is extremely employee friendly, typical only seen in very large districts
 - accumulation without limit serves as pseudo leave pool
- ❖ Annual Reimbursement of Leave – State Statistics
 - about half the school districts in the state offer an annual reimbursement
 - according to TASB, Bellville is the only district is reimbursing, retaining and accumulating local days
 - retainage of reimbursed days creates unintended consequence of double dipping
- ❖ Annual Reimbursement of Leave - Incentive Purpose
 - Recruitment & Retainage Incentive
 - Is NOT an attendance incentive, attendance incentives typically do not change behavior – little to no impact
- ❖ Other Considerations:
 - State law passed in 2015 allowing employees option to choose leave type, District can not dictate
 - Attendance improvements best made through employee education and enforcing discretionary & non-discretionary days in the best interest of students



DEC(LOCAL) – REVIEW AND CONSIDERATION

❖ Annual Reimbursement of Leave

A revision of the current policy was selected by survey:

Option (2): At the employee's discretion, eligible for annually reimburse up to 5 days of local leave, at a rate determined by the board with days reduced for reimbursement, with eligibility reduced for each day of local leave taken, OR local leave is accumulated if not reimbursed

- All local leave will be defined the same, remove distinction between 'current' and 'accumulated' local leave
- Any local leave taken will reduce reimbursement option, (i.e. If employee uses two (2) local leave days during the year, employee would only be eligible to reimburse three (3) local days)
- Annually, the employee will submit a request for reimbursement, on a form provided by the district

Further Consideration and Guidance:

- ❑ Current reimbursement applies to professional employees in the position of Teacher, Librarian, Counselor and Nurse
- ❑ Current reimbursement rate is set a \$50 per day



DEC(LOCAL) — REVIEW AND CONSIDERATION

❖ **Extended leave, sick leave pool, sick leave banks**

- Reviewed pros & cons, settled on annual retainage of local leave

❖ **Reimbursement for Leave Upon Retirement**

- Retain reimbursement for retirement
- Clarified Conditions:
 - Employee's retirement is voluntary
 - Employee has at least 5 years of service with district
 - TRS defined retirement
 - 90 day advanced notice for exempt salaried personnel
 - 2 week notice for at will employees



DEC(LOCAL) — DISCUSSION

- **TASB Policy Services will submit a Policy Revisions Proposal for the Board to Review in Update 117 (May 2021)**
- **Formal Board Action is require on all Revisions**

