

# **Revisions to DEC (Local) Compensation & Benefits: Leaves & Absences**

February 9, 2010

**SUMMARY:**

This item requests approval of the revisions to Policy DEC (Local).

**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

**PREVIOUS BOARD ACTION:**

Revisions to Policy DEC (Local) were discussed in the Workshop at the January 19, 2010, Board meeting.

**BACKGROUND INFORMATION:**

- Changes in state/federal rules, etc.
- Editorial changes made by TASB

**SIGNIFICANT ISSUES:**

- Local sick leave will be changed to local discretionary leave
- Order of leave taken to be determined by the employee

**FISCAL IMPLICATIONS:**

None

**BENEFIT OF ACTION:**

The changing of local sick leave to local discretionary leave will promote good will between the employee and supervisor.

**PROCEDURAL AND REPORTING IMPLICATIONS:**

None

**PUBLIC COMMENT RECEIVED:**

None

**ALTERNATIVES:**

No alternative actions are proposed.

**OTHER COMMENTS:**

None

**SUPERINTENDENT'S RECOMMENDATION:**

It is recommended that the Board of Trustees approve the First Reading of Policy DEC (Local).

**STAFF PERSONS RESPONSIBLE:**

Dennis Stephens, Executive Director of Human Resources

**ATTACHMENT:**

- Policy DEC (Local)

**APPROVAL:**

Signature of Staff Member Proposing Recommendation: \_\_\_\_\_

Signature of Divisional Assistant Superintendent: \_\_\_\_\_