

NEGOTIATED AGREEMENT
BETWEEN
THE BOARD OF EDUCATION OF CECIL COUNTY
AND
THE CECIL EDUCATION SUPPORT PERSONNEL ASSOCIATION
July 1, 2011 - June 30, 2012

**ARTICLE VI
LEAVE PROVISIONS**

6.1 Accidental Personal Injury Leave

- 6.1.1 Unit members who sustain a compensable accidental personal injury or occupational disease arising out of and in the course of assigned duties and which qualifies them for Workers' Compensation, shall be given leave of absence for up to forty-five (45) workdays with full salary and benefits, provided that the member agrees to reimburse the Board for such salary and benefits from and to the extent of benefits received from the Workers' Compensation Fund when such accidental personal injury or occupational disease arising out of and in the course of assigned duties requires the member to be absent from assigned duties, and provided the member reports the injury within seventy-two (72) hours after its occurrence.
- 6.1.2 Compensable accidental personal injuries or occupational diseases which extend beyond the forty-five (45) workday period shall be, at the option of the member, chargeable to the member's accumulated sick leave and/or annual leave, with benefits equal to full salary and benefits, provided that the member agrees to reimburse the Board for such salary and benefits from and to the extent of benefits received from the Workers' Compensation Fund, until the member's accumulated sick leave and/or annual leave is exhausted.
- 6.1.3 If such charge is chosen, a full day shall be charged against accumulated sick leave and/or annual leave for each day of benefits received. Alternatively, no charge shall be made to the member's accumulated sick leave and/or annual leave if the Workers' Compensation benefit option is chosen.
- 6.1.4 In the event of a dispute as to the length of the leave, the Board may require an independent medical examination (IME) by a physician of its choice and at the board's expense. In any case in which the unit member becomes eligible for an extended sick leave, the Board may request that the employee be considered for retirement because of accidental disability.
- 6.1.5 Leave under the Family and Medical Leave Act (FMLA) shall run concurrent with any accidental personal injury leave.

6.2 Annual Leave

- 6.2.1 Twelve (12)-month supporting services employees earn annual leave as follows:
 - 6.2.1.1 Each employee with less than three (3) years employment with the Cecil County Public Schools shall earn annual leave at the rate of .83 days per month [ten (10) days per year]. Change in a higher accrual rate becomes effective the first day of the calendar month following the month in which the employee completes three (3) years of service.
 - 6.2.1.2 With three (3) or more years of employment with the Cecil County Public Schools, employees earn annual leave at the rate of 1.25 days per month [fifteen (15) days per year].
 - 6.2.1.3 With ten (10) or more years of employment with the Cecil County Public Schools, employees earn annual leave at the rate of 1.66 days per month [twenty (20) days per year].
- 6.2.2 Approved holidays as identified in the school calendar of the Cecil County Public Schools shall not be considered annual leave.