

**NEGOTIATED AGREEMENT**  
**BETWEEN**  
**THE BOARD OF EDUCATION OF CECIL COUNTY**  
**AND**  
**THE CECIL COUNTY CLASSROOM TEACHERS ASSOCIATION**  
**July 1, 2011 - June 30, 2012**

- 19.9 Should a request for sabbatical leave be denied by the Board, the Human Resources Office shall provide a letter to the applicant indicating the reasons for the denial.

**ARTICLE XX  
ACCIDENTAL PERSONAL INJURY LEAVE**

- 20.1 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) working days 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, provided the member reports the injury within seventy-two (72) hours after its occurrence.
- 20.2 Compensable accidental personal injuries or occupational diseases which extend beyond the forty-five (45) working day period shall be, at the option of the member, chargeable to the member's accumulated sick leave, 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, until the member's accumulated sick leave is exhausted.
- 20.3 If such charge is chosen, a full day shall be charged against accumulated sick leave for each day of benefits received. Alternatively, no charge shall be made to the member's accumulated sick leave if the Worker's Compensation benefit option is chosen.
- 20.4 In the event of a dispute as to the length of the leave, the Board may require a physical examination by a physician of its choice. In any case where the injury requires an extended leave of absence, the Board may request that the employee be considered for retirement because of accidental disability.
- 20.5 Leave under the Family and Medical Leave Act (FMLA) shall run concurrent with any accidental personal injury leave.

**ARTICLE XXI  
LEAVE FOR LEGAL SUMMONS**

- 21.1 When a unit member is to be absent due to a court summons, subpoena or as a witness, a copy of the court summons, subpoena or letter from the court requesting the unit member's presence as a witness must be submitted to the principal or department head. This requirement should be completed in sufficient time for the principal to obtain a suitable substitute.
- 21.2 Salary Conditions:
- 21.2.1 Witness for the Board - If a unit member appears as a witness for the Board with or without a subpoena, no deduction shall be made to salary or leave.
- 21.2.2 Subpoenaed witness - If a unit member appears in court in response to a subpoena to act as a witness for the State or as a witness to a criminal offense, no deduction shall be made to salary or leave.
- 21.2.3 Summons for Jury Duty - When a unit member is drawn for jury duty, the unit member shall receive full salary and benefits provided a written statement is furnished showing date and time of service from the Court.
- 21.2.4 Witness for a private citizen or for a Personal Court Summons - Any court appearance as a voluntary witness for a private citizen or for a Personal Court