

NEGOTIATED AGREEMENT

BETWEEN THE

FREDERICK COUNTY ADMINISTRATIVE AND
SUPERVISORY ASSOCIATION

AND THE

BOARD OF EDUCATION OF
FREDERICK COUNTY, MARYLAND

July 1, 2011 - June 30, 2015

ARTICLE XIV FAMILY CRISIS LEAVE EXCHANGE (FCLE)

The purpose of the Family Crisis Leave Exchange (FCLE) is to provide sick leave to unit members after their accumulated sick leave, personal leave, annual leave and any other leave available to them has been exhausted. The exchange is intended solely for situations that are catastrophic and life threatening to members of the immediate family that require the employees to be temporarily absent from their assignment.

This leave is not available for the employees' personal illness or injury. The exchange will be funded by voluntary contributions of leave from certificated employees. (Rules for such leave are available in Appendix B of this document.

ARTICLE XV PERSONAL INJURY/ILLNESS BENEFITS

A. Whenever an employee is absent from school as a result of personal injury or occupational disease caused by an incident or assault occurring in the course of employment, the employee will be paid the usual salary less the amount of workers' compensation award for a period not to exceed one full work year, and no part of such absence will be charged to the annual or accumulated sick leave. It is expected that the employee shall return to work when no longer disabled.

B. An employee who is physically unable to report for duty, as a result of an injury in the line of duty, may be placed on workers' compensation leave at full salary provided the employee seeks the initial workers compensation assessment from a physician who is among a list of comprehensive preferred providers such as *Health at Work* in Washington County; *Corporate Occupational Health Solutions* in Frederick County; and like facilities in the following Maryland counties of Carroll, Howard, and Montgomery, as well as Jefferson County, West Virginia, and Adams County, Pennsylvania.

If an employee elects to seek an assessment from a physician who is not among the list of preferred providers, the employee will be entitled to receive the benefit mandated by the workers' compensation law of Maryland but will not be entitled to the benefits in this section for full salary.

C. Employees shall notify the immediate supervisor the same day of the occupational disease or injury or as soon as possible, and the employee shall receive a copy of the report.

ARTICLE XVI SEVERANCE OF EMPLOYMENT

A. It is an expectation that employees severing employment through resignation or retirement will submit a letter of resignation or an employment severance form to their immediate supervisor with a copy to the Human Resources Office with at least four (4) weeks notice provided and completion of priority assignments. Exceptions must be approved by the superintendent.

B. Employees presently employed at the time of retirement or death while under contract, shall receive terminal pay at the rate of forty percent (40%) of the accumulated sick leave at the final hourly per diem. To be eligible, the employee must have served at least ten (10) years with Frederick County Public Schools (FCPS). Upon death, tenured employees shall receive this benefit regardless of years of service.