

AGREEMENT

between the

**WICOMICO COUNTY
BOARD OF EDUCATION**

and the

**WICOMICO COUNTY
EDUCATION ASSOCIATION**

2010-2013

(Signed April 27, 2010)

(Signed April 12, 2011)

(Signed June 13, 2012)

to the Board of Education for a leave. The Board of Education reserves the right to limit the number of teachers who will be excused for study in any one (1) year. Those who are excused for study must request reinstatement by March 1 of the school year preceding the one in which they wish to return to school. Experience credit for each approved year, maximum of two (2) will be given on the appropriate salary schedule when the teacher returns. Upon the teacher's return, he/she will be assigned to the same position he/she held at the time said leave commenced, if available. If the same position is not available, the teacher will be assigned to a position for which he/she is qualified.

10.2 EMERGENCY/PERSONAL BUSINESS LEAVE - Up to four (4) days leave without salary deduction shall be granted by the building principal upon written notification by the Unit I member that such leave is necessary to take care of emergency or personal business matters which cannot be handled outside of duty hours. Unit I members with at least one (1) unused personal day remaining at the end of the school year will have one (1) day rolled over to the next year's allotment, so as no member will have more than five (5) days of personal leave available in one school year. Any remaining emergency/personal business leave unused at the end of each school year will accumulate as sick leave upon the employee's return to work at the beginning of the next school year. The required written notice shall be provided at least two (2) working days prior to the time of the leave except when unusual emergency matters preclude doing so. The Unit I member may be required to state a specific reason for taking such leave only when there is reasonable cause to believe that the benefit is being abused and will be required to state a specific reason for taking such leave when requesting to use five (5) consecutive days of such leave.

10.3 JURY DUTY

Teachers will be released for jury duty without loss of pay. Upon notice to the teacher, the Board may petition the court to excuse the teacher if such leave will result in a protracted absence.

10.4 BEREAVEMENT LEAVE -Upon the death of a child, grandchild, parent, stepparent, brother, sister, husband, wife, mother-in-law, father-in-law, or anyone who has lived regularly in the household of a Unit I member, such Unit I member will be allowed four (4) consecutive work days including the day of the funeral without loss of salary. Up to two (2) consecutive work days including the day of the funeral will be allowed for the death of a great-grandchild, grandparent, grandparent-in-law, sister-in-law, or brother-in-law. Up to one (1) day's absence will be allowed for the death of an uncle, aunt, niece, or nephew. Up to one day's absence will be allowed for the death of anyone who has lived regularly in the household of any of the above mentioned relatives.

10.5 MILITARY SERVICE

A. Leave of up to five (5) years shall be granted teachers, without pay, for military service. All teachers shall receive full experience credit on the appropriate salary schedule for military service upon their return to the Wicomico County school system. Upon the teacher's return, he/she shall be assigned to a position equivalent to that held when leave commenced.

B. All employees who are members of the military or naval establishments of the United States or of the State of Maryland shall be granted leave on those days during which they shall be engaged in any military or naval duty to which they shall be ordered by proper authority, not to exceed fifteen (15) calendar days in any year without loss of pay for the working days included in such leave. The employees may be required to submit proof that no alternative tour of duty can be scheduled when schools are not in session.

10.6 WORKER'S COMPENSATION - Any Unit I member who qualifies for benefits under Worker's Compensation law shall be granted leave of absence for up to one hundred twenty (120) working days without loss of pay or sick leave benefits. Disabilities which extend beyond the one hundred twenty (120) day period will be chargeable to the employee's accumulated sick leave. Salary will be paid beyond one hundred twenty (120) days until the employee's accumulated sick leave is exhausted. 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. The determination by the Worker's Compensation Commission as to work relatedness shall control, and salary shall be offset by the amount of compensation received. In any case where the disability requires an extended leave of absence, the Board may request that the employee be considered for disability retirement.