

AGREEMENT

BETWEEN

THE WORCESTER COUNTY BOARD OF EDUCATION

AND

**THE WORCESTER COUNTY EDUCATION SUPPORT
PERSONNEL ASSOCIATION**

July 1, 2011 – June 30, 2012

- d. An employee taking an unpaid leave of absence shall be afforded the opportunity to continue health insurance benefits by paying the full cost to the Board, quarterly, in advance. Continuation of retirement benefits shall be consistent with State regulations and laws.
- e. An employee returning from leave of absence shall be assigned to the employee's former position, if available, or to an equivalent position.
- f. It is the responsibility of the employee to make sure that the employee complies with the rules/regulations of the Maryland State Retirement Agency and completes and submits all necessary forms.

10. WORKERS' COMPENSATION LEAVE – An employee who is unable to work as a result of a job-related injury or illness and who qualifies for disability under the Workers' Compensation Law shall be granted full pay, less any salary payment made by Workers' Compensation. Sick leave will not be charged for up to a maximum of sixty (60) days for each separate work-related injury.

11. COURT SUMMONS AND JURY DUTY

- a. Any employee called for jury duty shall notify his/her supervisor of his/her plan for such services as early as possible, and shall receive full pay and fringe benefits in addition to remuneration for jury duty. The employee may be required to submit a certificate of attendance.
- b. An employee may be absent, without loss of salary, in response to a legal summons provided that he/she is summonsed as a witness or, if charged, he/she is found not guilty.
- c. In cases where the employee initiates a court proceeding, the deduction shall be per diem the annual salary for each day's absence.
- d. Any witness fees received for court appearance will be deducted from the employee's salary.

12. MILITARY LEAVE – Leave of up to five (5) years shall be granted employees, without pay, for military service. All eligible employees shall receive full experience credit for their military service and be placed on the appropriate salary schedule upon their return to the Worcester County school system in accordance with federal and state law and regulations.