

TENTATIVE AGREEMENT

10.4 Paid Leaves of Absence

e. Personal Leave

- 1. Five (5) days of personal leave per year shall be accrued by all school term employees **and front loaded at the start of the school year or on their start date.** Employees may accrue up to ten (10) days and use a maximum of six (6) days per school year. Except in the case of emergencies, an employee must provide a minimum of twenty-four (24) hours' notice to his or her immediate supervisor of a desire to take personal leave. Employees may take personal leave at times mutually agreed upon between the employee and his/her supervisor; however, the supervisor's approval of personal leave requests will not be unreasonably withheld. Denials of personal leave may be appealed to the next higher level of authority, who shall consult with the ESSA in trying to resolve the matter.

At the end of the school year, at the employee's option, any personal leave in excess of four (4) days may be cashed out at the employee's hourly rate by providing notice to the Payroll Office by May 1.

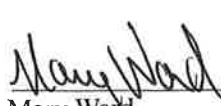
h. Accumulated Sick Leave Compensation

- 1. If an employee is eligible for retirement and PERS retirement becomes effective immediately, then at the time of termination, the retiring employee shall receive seventy- five percent (75%) pay at his/her current **wages salary** for accumulated unused sick leave as follows:

5 - 14 years of service	40% of employee's accumulated hours
After 15 years of service	all hours in employee's account

- 2. If the state retirement system (PERS) changes its procedures to allow retirement credit for retirees, then this provision (Article 10.4.h) shall become null and void.

  
 Ivory McDaniel-Ilgenfritz      Date  
 District Chief Spokesperson

  
 Mary Ward      Date  
 ESSA Spokesperson