

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.

The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.

**Workers'
Compensation**

Note: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.

An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

Paid Leave Offset

The District shall permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

Court Appearances

Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.

**Compensation for
Leave upon
Retirement**

The District shall buy back from an employee leave days accumulated after January 1, 1995. For an employee to be eligible for buy-back they must be a full-time employee (part-time and retire-rehire employees are not eligible). They must not have used more than ten days of leave during the year of retirement unless a leave for a long-term illness has occurred. Similarly, if an employee retires in the middle of the school year, they must not have used more than five days of leave unless leave for a documented long-term illness has occurred.

Upon official retirement through the Teacher Retirement System of Texas (TRS) and exit from the District, the employee shall receive payment for each day of accumulated leave day, to a maximum of 25 days, at a rate of one-half of his or her daily rate of pay.