

to the School System following completion of duty in the Armed Forces, the employee shall receive full benefits of salary which would have accrued had there been no absence. In time of war, call to duty may come about through enlistment or draft by the government, but in time of peace, regular military duty shall not be initiated by the employee. Application for re-employment shall be filed with the School District within six (6) months following the date of discharge or release from active military duty, and the Board shall have a reasonable time not to exceed six (6) months, to reassign the employee to duty in the School System.

2. Voluntary Military Service

When an employee enters voluntarily into active duty in the Armed Forces for temporary duty, training duty, or extended periods of service, not to exceed one (1) year, military leave may be granted at the discretion of the School District.

B. Leave for Political Campaigning

Any person who has filed to run for political office and is desirous of personal leave for political reasons shall make application for such leave and shall be entitled to personal leave. The person shall not be restricted to one (1) leave during a political campaign; however, if possible, leave shall be requested for the duration of the campaign. Leave shall be taken for all absences for political campaigning.

C. Personal Leave

An employee requesting short-term or long-term personal leave shall make written application to the Chief of Police, stating reasons for such leave. The Board shall satisfy in terms of the need for a requested leave.

Personal leave may be used to extend a leave of absence due to sickness when that sickness has extended beyond all compensable leave for the duration of up to one (1) calendar year when supported by doctor's statements verifying the necessity of the extended leave. An employee requesting return to duty who has served efficiently and exhibited those qualities called for in the position held prior to such leave will be given every consideration for re-employment provided the conditions of employment have been met and the request is supported by a doctor's statement certifying that his physical condition is satisfactory to return to normal duties.

1. Maternity/Recovery and Child Care

A. An employee who is pregnant, adopting a child, or is receiving a foster child into the home, may request and be entitled to a leave of absence without

pay for maternity or child care reasons to begin anytime during pregnancy (normally after recovery) or in the case of adoption or foster child care, the receipt of custody. Leave may be granted for the remainder of the employee's term of appointment and may be extended for one (1) additional year provided that the total time away from the job is not more than eighteen (18) months.

- B. It is the responsibility of the employee to keep the Chief of Police informed so that appropriate administrative arrangements can be made prior to return to duty.

#### **18.4 - DISABILITY/SICK DAYS**

An employee who has purchased disability insurance through the District shall not be required to use sick days for absences due to illness or injury once benefits commence to be paid to the employee pursuant to the policy.

#### **18.5 – ATTENDANCE SUPPLEMENT**

Effective January 1, 2009, a full-time non-probationary Officer who does not utilize any paid or unpaid leave during the calendar year, will be paid an Attendance Supplement of one-thousand dollars (\$1,000), minus standard deductions, to be paid as a supplement the following calendar year over the number of pay periods during that following calendar year. The employee must be a regular full-time Officer of the District for the full twelve months of the calendar year the Attendance Supplement is earned to be eligible to receive this Attendance Supplement payment. The only exception to perfect attendance is when the Officer may be utilizing compensatory time as approved by the Chief or designee as provided in Article 17.1 of this Agreement.