



DATE: November 20, 2024
TO: Board of Education
FROM: Mrs. Kerstin Kramer, Superintendent Chief Learning Officer
SUBJECT: Approve Proposed Revisions to Administrative Regulations
4161.2/4261.2/4361.2 - Personal Leaves
PRESENTED BY: Mike Shepherd, Executive Director of Human Resources

ACTION REQUESTED

Approve the proposed revisions to Board Policies and Administrative Regulations 4161/4261/4361 – Leaves.

BACKGROUND INFORMATION

Regulation updated to include that the definition of immediate family includes siblings-in-law. Additionally, regulation updated to reflect NEW LAW (SB 848, 2023) which (1) allows employees to take up to five days of reproductive loss leave following a reproductive loss event, (2) prohibits the district from retaliating or discriminating against an employee related to reproductive loss leave, and (3) provides that unless the district's leave policy does not so specify, reproductive loss leave will be unpaid unless the employee chooses to use vacation, personal leave, accrued and available sick leave, or compensatory time off that is otherwise available to the employee.

RESOURCES REQUIRED: N/A

PREPARED BY: Tichelle Criswell, Administrative Assistant, for Mike Shepherd, Executive Director of Human Resources

Attachments: AR 4161.2/4261.2/4361.2 - Personal Leaves - Compared