

Agenda Item Title: Board Policy 5.302, *Sick and Bereavement Leave*, on first reading

Board Meeting Date: June 9, 2026

Department: Legal

Presented by: Lauren Bush

Board Agenda Category:

- Consent Agenda
- Action Item
- Reports and Information

Requires City Council Approval: Yes No

Summary

Revisions to Board Policy 5.302, *Sick and Bereavement Leave*, are made to align with Public Chapter 1022. These legislative changes affect the administration of sick leave and personal/professional leave for certified employees. Effective July 1, 2026, certified employees will receive four (4) personal leave days per year. The additional personal/professional leave days are offset by corresponding adjustments to the annual sick leave allotments reflected in Policy 5.302. As revised, certified employees will earn eight (8), nine (9), or ten (10) sick leave days per year depending on whether they are employed on a ten-month, eleven-month, or twelve-month contract. After significant review and discussion, staff also recommend increasing classified employees to four (4) personal leave days per year for purposes of equity and consistency across employee groups. To correspond with that change, the proposed revisions also adjust classified employee sick leave allotments to eight (8), nine (9), or ten (10) days per year depending on whether the employee works a ten-month, eleven-month, or twelve-month schedule.

Staff Recommendation

Approve changes to Board Policy 5.302, *Sick and Bereavement Leave*, on first reading

Fiscal Impact

The proposed revisions may result in fiscal impact related to increased leave usage and substitute coverage. The additional certified personal/professional leave days are offset from sick leave pursuant to state law. The recommendation to provide classified employees with four (4) personal leave days per year may result in additional operational or staffing costs depending on leave usage and coverage needs. Any fiscal impact will be addressed through existing personnel, substitute, and departmental budgets.

Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success.