

JOINT PROPOSAL

Black = Current language in Master Agreement

Green = Changes to which the parties have indicated they can agree

Red = AEA proposals

Blue = APS proposals

Tentative Agreement 3.9.11

Brenna Isaacs

Kari Allen

**Article 23
Paid Leave**

1. Paid leave of absence is a benefit provided to teachers. Paid leave may not be used for travel time out of state for routine medical service. Among the reasons for which paid leave may be used are:
 - a. Injury or illness to the teacher or illness or disability of a member of the teacher's immediate family.
 - b. Dental visits, doctor visits or other health purposes when such appointments can be made only during the working day; provided, however, that the teacher shall come to work before the appointment if there are two or more hours of the normal duty day before reasonably having to leave for the appointment and shall return to work after the appointment if the teacher can reasonably return with two or more hours of the normal duty day remaining after arrival.
2. Any teacher taking paid leave may be required by the Chief Personnel Officer or a designee, to verify the illness or injury by furnishing a medical doctor's statement or certificates.
3. During the period of time a teacher is using paid leave, the teacher may not leave the Denver area except for a medically related reason **OR BEREAVEMENT**. In such event, the teacher shall give the Human Resources office advance written notice of leaving the area.
4. An employee receiving compensation from the State Compensation Insurance Fund, the District's Long-Term Disability Insurance, or the PERA disability fund for a period during which the employee is on paid leave and consequently is receiving full pay, shall assign such payments to the District and have paid-leave days restored equivalent to the amount of money so assigned. ~~[An employee receiving compensation from the State Compensation Insurance Fund, the District's Long Term Disability Insurance, or the PERA disability fund for a period during which the employee is on paid leave and consequently is receiving full pay, shall assign such payments to the District and have paid leave days restored equivalent to the amount of money so assigned.~~ **WHEN THE COMPENSATION PROVIDED BY WORKER'S COMPENSATION INSURANCE FUND, THE DISTRICT'S LONG TERM DISABILITY INSURANCE, OR THE PERA DISABILITY FUND IS LESS THAN THE EMPLOYEE'S REGULAR COMPENSATION, AN EMPLOYEE SHALL HAVE THE OPTION TO USE A PORTION OF HIS/HER ACCRUED PAID LEAVE TO SUPPLEMENT THE DIFFERENCE. WITH THIS OPTION, THE COMPENSATION RECEIVED BY THE THESE ENTITIES AND THE USE OF THE ACCRUED LEAVE SHALL ENABLE THE EMPLOYEE TO RECEIVE THE EQUIVALENT OF HIS/HER FULL SALARY.**