

KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT BOARD OF EDUCATION
AGENDA STATEMENT

No. 12c

MEETING OF January 29, 2025

ITEM TITLE:

<u>PUBLIC HEARING - POLICY</u>	REVIEWED BY:
Motion to approve revisions to BP 4262.8 Bereavement Leave, in second reading	<input checked="" type="checkbox"/> Policy Committee <input checked="" type="checkbox"/> Finance

SUBMITTED BY: Daniel Schuler, Business Manager, 907 247 2116

APPROVED FOR SUBMITTAL: Michael Robbins, Superintendent

SUMMARY STATEMENT:

Administration is proposing approval of revisions to Board Policy 4262.8.

ISSUE/BACKGROUND:

Board Policy 4262.8 provides for bereavement leave for employees that have experienced loss to identified relatives and other specific instances. The Policy Committee is recommending a change to make this Board Policy consistent with the language of negotiated agreements across the District.

ATTACHMENTS:

- BP 4262.8 (with revisions)

RECOMMENDED ACTION:

"I move that the Board of Education **approve revisions to Board Policy 4262.8, Bereavement Leave, in first reading.**"

Bereavement Leave BP 4262.8

BEREAVEMENT LEAVE

Bereavement leave will be administered in accordance with the District's negotiated agreements. Those employees not working under a collective bargaining agreement are entitled to a maximum

of five (5) days of bereavement leave per ~~calendar year~~ per loss. Only death in the immediate family shall entitle those not part of a collective bargaining agreement to bereavement leave, not deductible from sick leave. An additional two (2) days may be taken for travel outside the Borough.

Immediate family shall be considered persons having the relationship of husband, wife, father, son, daughter, mother, brother, sister, parent-in-law, brother or sister-in-law, son or daughter-in-law, grandparent, grandchild, or persons living at the employee's household as a part of the family.

For Reference - KEA Language

SECTION 15 -BEREAVEMENT

Death in the immediate family or of a grandparent, grandchild, or parent-or sibling-in-law, niece or nephew, aunt or uncle, first cousin, ex-spouse, foster child, stepchildren, and members of the same household and miscarriage with a doctor's verification shall entitle the teacher up to seven (7) days bereavement leave per loss, not deductible from sick leave. If additional days' absence is required, all days in excess of seven will be deductible from sick leave. A request for an exception to this list of individuals may be submitted by the teacher to the Superintendent or his/her designee.

KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT
Revision Date: 10/24/07