

District Proposal #2
July 23, 2024

14.5 – Unpaid Leaves

C. Overused Sick Leave **(Family Medical Leave-unpaid FMLA)**

1. In the event an employee uses up his/her sick leave, he/she may apply for overused sick leave **(FMLA)** for the teacher's illness or to care for a member of the teacher's immediate family who is ill. A doctor's statement of the employee's inability to work or family member's incapacity may be required. Holidays shall not be earned while an employee is on overused sick leave **(FMLA)**. Insurance will be paid in accordance with the Family Medical Leave Law.
2. Upon written request, a teacher shall be granted up to one (1) year of **Extended Leave**, long-term sick leave without pay, provided a doctor's statement be presented documenting the employee's inability to work for such time. Holidays shall not be earned while an employee is on long-term sick leave, and insurance will be paid by the employee during the additional year. The additional year shall be granted only to employees holding continuing contract or professional services contract status.

D. ~~Personal Leave~~ **Unpaid Leave**

Teachers may be granted ~~personal~~ leave without pay up to a maximum of ten (10) working days per school year. **Any employee who is absent from duty without leave in excessive of ten (10) days shall forfeit compensation for the time of the absence and shall be subject to dismissal from employment.**

Deleted language is identified with a ~~strikethrough~~.
New language is identified in **boldface and is underlined**.

District:	Does your district authorize early release days?	If YES, are the early release days for elementary, middle or high school (Please check all that apply)?	If YES, how often does your district offer early release?	How many teacher/student contact minutes per day does your district have for elementary school?	How many teacher/student contact minutes per day does your district have for middle school?	How many teacher/student contact minutes per day does your district have for high school?
Alachua	Yes	Elementary school release days	Weekly	250	250	250
Broward	Yes	Elementary school release days; Middle School release days; High School release days	Other	300	330	360
Calhoun	Yes	Elementary school release days; Middle School release days; High School release days	Other	350	350	350
Charlotte	Yes	Elementary school release days; Middle School release days; High School release days	Other	1950	2100	2150
Duval	Yes	Elementary school release days; Middle School release days; High School release days	Monthly			
Escambia	Yes	Elementary school release days; Middle School release days; High School release days	Once per semester	1675	1790	1720
Hamilton	Yes	Elementary school release days; Middle School release days; High School release days	Other	350	350	350
Hillsborough	Yes	Elementary school release days; Middle School release days; High School release days	Weekly	approximately 345 minutes	approximately 336 minutes	approximately 336 minutes
Lee	Yes	Elementary school release days; Middle School release days; High School release days	Other	6:00	5:35	5:35
Manatee	Yes	Elementary school release days; Middle School release days; High School release days	Other	365	350	350
Marion	Yes	Elementary school release days; Middle School release days; High School release days	Other	395	357	335

Miami-Dad	Yes	Elementary school release days	Weekly	7 hours 5 minutes	7 hours 20 minutes	7 hours 20 minutes
Nassau	Yes	Elementary school release days; Middle School release days; High School release days	Weekly	varies by location	varies by location	varies by location
Orange	Yes	Elementary school release days; Middle School release days; High School release days	Weekly	305 (MTRF), 245 (W)	292 (MTRF), 232 (V304 (MTRF), 244 (W)	
Osceola	Yes	Elementary school release days; Middle School release days; High School release days	Weekly			
Pasco	Yes	Elementary school release days; Middle School release days; High School release days	Monthly	two hours	two hours	two hours