



Supports Student Success Through **A**cademics, **E**quity, & **A**ccess

## Antioch Education Association Proposal #1 2/26/2019

### ARTICLE 18 LEAVES

18.3.14 Military Service Disability Sick Leave: Any unit member who was hired on or after January 1, 2017 and is a military veteran with military service-connected disability rated at 30% or more by the United States Department of Veteran Affairs, shall be entitled to an additional 10 days of sick leave during the first year of employment. The additional 10 paid sick leave days shall be for the purpose of undergoing medical treatment for his/her military service-connected disability. An employee who is employed for less than five days per week shall be entitled to a percentage of 10 days. The District shall notify all new unit members hired on or after January 1, 2017 of this leave right. Notification to unit members shall be upon hiring. This leave must be used during the first year of employment with the District. Any leave unused shall be forfeited after 12 months from hire date. The District shall create an online system that keeps track of this leave usage. (Senate Bill 1180 – Public School Employees – Military Veterans: Leave of Absence for Illness or Injury.)

### 18.5 Parental Leave With Pay

- a. Unit members may elect to utilize up to 12 weeks of sick leave and extended sick leave (differential leave) for child bonding occasioned by the birth of the unit member's child or the placement of a child with the unit member in connection with the unit member's adoption or foster care of the child as provided by California



---

Family Rights Act (CFRA) and AB 375, AB 2393 and California Ed Code 44977.5).

- b. Unit members who have been employed for at least 12 months are eligible to take this leave.
- c. For birthing mothers, the 12 week child bonding leave will not commence until the conclusion of any pregnancy disability leave. For non-birthing parents, the 12 week child bonding leave shall commence on the first day of such leave.
- d. The leave must be completed within one calendar year of the birth, adoption or placement. The leave may also be taken in intermittently within the year.
- e. Pursuant to Education Code section 44977.5, if the unit member exhausts his/her accumulated sick leave prior to the expiration of the 12 week child bonding leave, she/he shall be entitled to differential pay as defined in Education Code section 44977.5 for the balance of the 12 week period.
- f. When possible, the unit member shall provide the District with at least two work weeks' notice of intent to take child bonding leave, except in the case of emergency or unforeseen circumstances.
- g. A unit member on leave under this provision shall not forfeit his or her probationary or permanent status.
- h. A unit member's health benefits will continue while on leave under this provision.



i. Family Medical Leave Act (FMLA) will run concurrently with pregnancy disability leave. However, for birthing mothers, the 12-week child bonding leave under CFRA will commence at the conclusion of the pregnancy disability leave.

**RENUMBER the remainder of Article 18**

~~18.18 Pre-Holiday Leave: On the last day of student attendance and on the last day of student attendance prior to Winter Recess, it will be permissible for employees to leave their work location before the end of the workday, but not before the end of the teaching day, with the approval of the supervisor. (STRIKE LANGUAGE upon approval of Article 9 - redundant redundant)~~

\_\_\_\_\_  
Valorie Luke, AEA Bargaining Chair

\_\_\_\_\_  
Jessica Romeo, Chief Human Resources Officer

Date: \_\_\_\_\_

Date: \_\_\_\_\_

For the Association

For the District

(

(

(

$\frac{1}{2} \frac{d}{dt} \left( \frac{1}{2} m v^2 \right)$   
 $= \frac{1}{2} m v \frac{dv}{dt}$   
 $= \frac{1}{2} m v a$

$\frac{1}{2} \frac{d}{dt} \left( \frac{1}{2} m v^2 \right)$   
 $= \frac{1}{2} m v \frac{dv}{dt}$   
 $= \frac{1}{2} m v a$