

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #31
OCTOBER 26, 2023**

**Licensed Contract
Sick Leave- Care of Others**

ARTICLE 11 SECTION 1 SUBD. 5

Subd 5. ~~Up to 20 days of a~~ Accumulated sick leave may be used in a contract year to allow the teacher to provide necessary care for the serious or critical illness of a spouse, parent, step-parent, adult child, sibling, or grandparent.

5.1 Up to 15 days of accumulated sick leave may be used in a contract year to allow the teacher to provide necessary care for the serious or critical illness of a member of the teacher's household not listed in Subdivision 5. Up to five (5) additional days of compensatory leave may also be granted due to illness of a member of the teacher's household not specified in Subdivision 5 with the approval of the Human Resource Department. No more than 20 total days may be granted.

**SCSP Contract
Sick Leave- Care of Others**

ARTICLE 10
SECTION 5
SUBD. 1.9

~~Up to one hundred twenty (120) hours of a~~ Accumulated sick leave may be used in a fiscal year to allow the employee to care for and attend to the serious or critical illness of his/her spouse, parent or member of the employees' household. These days when used are deductible from accumulated sick leave.

EA Contract
Sick Leave- Care of Others

ARTICLE 10.1.4.4

Family Leave. ~~Up to twenty (20) days of a~~ Accumulated sick leave may be used in a work year to allow the employee to care for and attend to the illness or injury of his/her adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, stepparent or member of employee's household, unless otherwise in accordance with [Minnesota Statute § 181.9413](#). These days when used are deductible from sick leave, but will not reduce the annual availability of personal leave as described in 10.1.4.3. A day equals the amount of hours an employee is regularly scheduled to work during the leave.