

Proposed on Dec 9, 2021

MFT Proposal: Article XI Leaves of Absence

The following proposal was made by the Minneapolis Federation of Teachers, based on input from educators, parents, students, and/or community members, and is subject to modifications and additions throughout the bargaining and/or mediation process.

Whereas:

The Center for Disease Control recommends that workers should always stay home when they are sick with [COVID](#) or [flu](#) symptoms;

No educators should have to take a pay cut when they are sick;

During the COVID-19 pandemic, employees coming to work sick can spread COVID-19 and endanger students, families, or coworkers;

The city of Minneapolis, has set a community standard by requiring employers to provide [sick and safe time](#),

Therefore, we propose the following:

Article 11 Leaves of Absence

11.3 Wellness Pay Leaves:

11.3.1 Sick Leave:

a. Yearly Sick Leave Allowance: Teachers absent from duty because of personal illness or injury shall be allowed sick leave allowance at the rate of one (1) day per month in accordance with the following guidelines:

...

7. Less than Full-Time/Full-Year: ~~Teachers who are assigned less than a 0.5 FTE are not eligible for sick leave.~~ Teachers who are assigned less than 1.0 ~~0.5 or more~~ receive a prorated amount of sick leave based on their assignment. Teachers working less than a full school year may have their sick leave allowance prorated to the portion of the year they work unless otherwise indicated.