

## **C-422 JURY AND CONSULTANT LEAVE**

The East Central Board recognizes the importance of the jury system in a democracy and the obligation of all citizens to serve as jurors under appropriate circumstances.

Employees subpoenaed as witnesses, in legal actions other than those in which the unit and an employee or employee association are opposing parties, and employees called for jury duty shall be responsible for the organization and coordination of their regular school responsibilities and shall receive regular salary payment during the time of their service; any witness fees or compensation for jury duty shall be reimbursed to the East Central Unit.

Employees subpoenaed by the East Central Unit in any legal action shall be subject to the same conditions and entitled to the same compensation as employees subpoenaed in matters where the East Central Unit and an employee or an employee association are not opposing parties.

The Director shall have the authority to request that an employee be excused from service or the service delayed, provided the special nature of the employee's qualifications would make it difficult to secure an adequate substitute, or if the timing of the proposed jury service might be detrimental to the welfare of the school or the children concerned.

An employee asked to serve as a consultant, judge, or sports official for an educational function while undertaking assigned duties shall make a leave request to the Director. If permission is granted and the employee is reimbursed for said services, the district shall pay the difference between the amount they receive for such service and their regular salary. Leave for such purposes shall be limited to no more than one day annually unless waived by the Board.

**ORIGINAL POLICY MANUAL**