

Bereavement Leave – Support Employees

Section 12.02 Death and Funeral Leave of the contractual agreement between the Northern Tioga School District and the Northern Tioga Support Professionals Association provides bereavement (funeral) leave as follows:

Whenever an employee shall be absent from duty because of a death in the immediate family of said employee, there shall be no reduction in salary of said employee for an absence not in excess of three (3) school days. Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, grandson, granddaughter or near relative who resides in the same household, or any person with whom the employee has made his home.

Whenever an employee is absent and attends the funeral or memorial service of a near relative there shall be no deduction in the salary of said employee for absence on the day of the funeral or memorial service. A near relative shall be defined as first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, son-in-law, daughter-in-law, brother-in-law, or sister-in-law.

If circumstances warrant additional time because of the death of a member of the immediate family or a near relative or if circumstances warrant time off because of the death of an individual who is not a member of the immediate family or a near relative, it may be granted by the Superintendent. The decision as to whether or not any time or additional time is warranted shall be made solely by the Superintendent, and, notwithstanding any other sections of this agreement, his decision shall not be a subject of arbitration.

If you have any questions, please contact the Business Office.