

### **Update 18.02 (Policy 4003 – Conditions of Employment)**

*The six-year litigation saga relative to the Earned Sick Time Act is finally over. In order to comply with the terms of the re-instated Earned Sick Time Act, the Policy relative to sick leave requires revision.*

**Earned Sick Time** The School District will provide earned sick time (EST) to eligible employees pursuant to Michigan law. The Superintendent will determine whether EST will accrue over the course of each benefit year or will be provided at the beginning of each benefit year and will promulgate administrative regulations concerning the use of EST. Payment and use of accrued or provided EST will be coordinated with all types of paid leave available to an eligible employee pursuant to collective bargaining agreements, individual contracts, or other School District policies and administrative regulations. This policy and any implementing administrative regulations will be automatically rescinded, without further action by the Board or the Superintendent, if paid medical leave is mandated by federal law.