

POLICY

Queen Anne's County Public Schools

POLICY TITLE: Assault Leave	
ADOPTION/EFFECTIVE DATE: June 3, 2015	
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY: Personnel Amendment:	

A. Purpose:

To establish a process for regarding a physical disability due to an assault upon an employee.

B. Policy Statement:

Employees of the Queen Anne's County Board of Education who may be absent from work due to physical disability resulting from an assault that occurred, through no negligence on their part, while performing authorized duties, shall be kept on full-pay status during the period of absence related to the assault.

C. Rationale:

All Queen Anne's County Public School employees are entitled to work in a safe environment free from physical assault. Any employee who becomes a victim of physical assault shall have certain rights and privileges.

D. Definitions:

Assault - an attempt to purposely, knowingly, or recklessly cause bodily injury to another

E. Implementation:

The Superintendent is authorized to develop regulations and procedures to implement this policy.

F. Evaluation:

The Superintendent will provide the Board of Education a review of this policy in 2018-2019 school year. The focus of this review will be the effectiveness of the elements of this policy in assisting the Board in fulfilling its mission.

G. References:

State Law: § 6-111 of the Education Article of the Annotated Code of Maryland

ASSAULT LEAVE

Employees of the Queen Anne's County Board of Education who may be absent from work due to physical disability resulting from an assault that occurred, through no negligence on their part, while performing authorized duties, shall be kept on full-pay status during the period of absence related to the assault provided:

1. A full and complete report describing in detail the assault, including the time of assault, place, names of witnesses, and other pertinent information, is signed by the employee and filed with the Superintendent of Schools or designee within forty-eight (48) hours of the assault, and;
2. A signed statement is received from a licensed physician detailing the nature and duration of the disability, and;
3. The employee releases to the Queen Anne's County Board of Education all temporary total disability payments received from Worker's Compensation as a result of the assault.

Family and Medical Leave Act leave will run concurrently with the assault leave if the employee and the length of the leave qualify.

Definitions

Assault - an attempt to purposely, knowingly, or recklessly cause bodily injury to another

Reference

State Law: § 6-111 of the Education Article of the Annotated Code of Maryland
Queen Anne's County Public Schools Assault Leave Policy – First Reading

Created: June 3, 2015