

Frequently Asked Questions Bereavement Leave

Will family members not listed in the contract language be included as “immediate family” for Bereavement Leave purposes?

The District recognizes that there are many interpretations of “immediate family”. The definition in the contract language was to provide a general guideline. Step-children, parents-in-law, and legal guardians would all be included under the Bereavement Leave guidelines. Employees are encouraged to discuss their individual circumstances with their supervisor.

I took leave in August for the death of an immediate family member. Will this be covered?

Bereavement Leave will be retroactive to July 1, 2016. Any leave taken from July 1, 2016 forward for which a death in the family was indicated that meets the Bereavement Leave definitions will be reimbursable hours, up to the maximum provided for in the contract language.

My father passed away in Brevard County. Why do I only get one day?

The idea of Bereavement Leave isn’t to say that you may only have the one day (or two days / three days) off to grieve. This is merely to provide the employee with time off for which they do not have to utilize any of their accumulated vacation or sick time. Employees may certainly utilize their accumulated time in addition to the Board-provided Bereavement Leave.

May I transfer my Bereavement Leave time to my co-worker?

Bereavement Leave is not transferable nor does it accumulate. Each employee will have their Bereavement Leave “reset” at the beginning of the academic year (July 1 of each year).

Will I be able to cash-in my remaining Bereavement Leave days when I retire/leave the District?

Bereavement Leave does not carry a cash value for the purpose of cashing in earned sick/vacation time.