

Article 8 Authorized Absences

- A. All substitutes will accrue leave based upon all applicable laws including but not limited to ~~F~~federal Law, COMAR, the Maryland Healthy Working Families Act, and the Montgomery County Sick and Safe Leave Law.
- B. A long-term substitute may be absent without pay and without interruption of the long-term status for the following reasons:
1. A long-term substitute teacher may be absent up to two (2) consecutive duty days for illness. Beginning with the third month of continuous service in the same assignment, long-term substitute teachers working full-time shall accrue paid leave for personal illness, at the rate of one (1) day per month, or at the rate mandated by applicable law, whichever is greater, for use during the current and subsequent long-term assignments. Regular part-time, long-term substitutes shall accrue leave for personal illness in proportion to the assignment. Leave shall accumulate as long as the substitute remains in the same long-term assignment. A certificate by a physician confirming the necessity for the substitute's absence due to illness, injury, or quarantine may be requested. Use of approved, accrued leave for a long-term substitute will not be considered a break in service.
 2. A maximum of four (4) days of absence upon the death of a child, parent (natural, foster, step, or in-law), sibling, spouse, domestic partner, ~~brother, sister, husband, wife,~~ or anyone who has lived regularly in the unit member's household.
 3. A maximum of two (2) days of absence upon the death of an ~~brother-in-law, sister-in-law, daughter-in-law,~~ grandparent, grandchild, or spouse's grandparent.
 4. In the event of unusual travel or personal obligations in connection with the use of bereavement leave, additional leave days may be granted by the Leave Administration Team.
 5. A maximum of three (3) days of absence for jury duty.