

Employees within the Minidoka County Joint School District No. 331 shall be granted bereavement leave with full pay.

Provisions:

The following provisions are to help in the administering of this policy.

1. An employee who has a death in the immediate family shall be eligible for bereavement leave. "Immediate family" for purposes of bereavement leave shall mean relationships defined as husband, wife, significant other, mother, father, son, daughter, brother, sister, (including in-laws), grandfather, grandmother and grandchildren of either the employee or his/her spouse or significant other. Employees may receive four (4) days of bereavement, ~~for up to two occurrences per year.~~ If additional leave is needed, a letter must be submitted to the administrator and Superintendent.
2. Level two relationships are defined as uncles, aunts, first cousins, nieces, and nephews of either the employee or his/her spouse or significant other. Bereavement leave will be granted for ~~two (2) days, one day up to two occurrences per year. Depending upon location of the funeral service and involvement of employee in the service, up to two additional days may be granted per occurrence. It may also include a current member of the household who is not a member.~~ If additional leave is needed, a letter must be submitted to the administrator and Superintendent.
3. Time to attend funeral services of co-workers or students within the school district will be provided, as can be arranged and with the approval of their immediate supervisor.
4. Bereavement leave should be used within two (2) weeks of the death and/or services of the family member. If, because of circumstances beyond the control of the employee, the leave cannot be taken within this timeframe, a written request should be made to the Superintendent or designee with details indicating the need for timeframe adjustments.
5. A program or other proof of bereavement leave will be asked to be submitted to human resources.
6. If an employee who is unrelated is asked to conduct or participate in the program, the employee will submit proof showing they took part in the program. They will not be have to use leave.

Bereavement leave provided shall not be charged against the employee's sick leave. An employee may elect to use sick leave for bereavement if necessary. If, because of circumstances beyond the control of the employee, more than the allowable days or occurrences are needed, a written request should be made to the building administrator or supervisor who will notify the Superintendent with details indicating the need for additional days. These days may be charged against the employee's sick leave. The written notification should be submitted as soon as possible, but no later than forty-eight (48) hours after returning to work. The employee should notify his/her supervisor immediately if special circumstances prevent him/her from returning to

work after the allowable number of days. Employees within the Minidoka County Joint School District No. 331 shall be granted bereavement leave with full pay.



LEGAL REFERENCE: Idaho Code 33-506

ADOPTED: Original Adoption Date Unknown

RATIFIED: 08/15/05

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