

## Staff Civic Duty Leave

The Board recognizes the important role citizens play in our legal system, including the obligation to serve as jurors under appropriate circumstances and to appear in proceedings pursuant to subpoena or other court order.

All employees of the District shall be excused for jury duty or when ordered to appear in a proceeding pursuant to subpoena or other court order with no jeopardy to their employment, compensation, annual leave or other leave.

While state law provides that the District is only responsible for paying employees their regular wages up to \$50 per day for the first three days of jury service, the District believes it should support employees to the full extent of their regular wages while on jury service. Therefore, the District shall pay employees their regular wages for all days of jury service.

The District shall not reimburse employees for expenses or mileage related to jury service. The employee may keep any reimbursement for expenses or mileage received from the state and continue to receive the full extent of his or her regular wages while on jury service.

Adopted February 27, 2008

LEGAL REFS.: C.R.S. 13-71-119 deferments and excuses - limitations  
C.R.S. 13-71-126 compensation of employed jurors  
C.R.S. 13-71-129 compensation of jurors after first three days of service  
C.R.S. 12-71-132 through 13-71-134 employers' duty to compensate jurors

CONTRACT REF.: SVVEA Agreement, Article 24-Personal Leave, Article 25-Extended Leaves, Article 28-Bereavement Leave

Department of Human Resources Administrators' Handbook,  
Section II – Leaves

St. Vrain Valley School District RE-1J, Longmont, Colorado