

## **Staff Legal 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 BOCES 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.

Substitutes, when necessary, for employees shall be obtained in the usual manner and paid by the BOCES.

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

Pursuant to state law, after the first three days of jury service, the state pays each juror \$50 per day. The employee will have to take accumulated general leave or vacation days to cover additional days served for jury duty.

The BOCES 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.

The executive director shall request that an employee be excused from jury duty service or the service delayed provided the special nature of the employee's qualifications would make it difficult to secure an adequate substitute or if the timing of the proposed jury service affords a threat to the welfare of the BOCES.

### **EAST CENTRAL BOCES BOARD POLICY**

Adopted: June 17, 2015

LEGAL REFS.: C.R.S. 13-71-119 (*jury duty deferments and excuses – limitations*)

C.R.S. 13-71-126 (*compensation of employed jurors for first three days of service*)

C.R.S. 13-71-129 (*compensation of employed jurors after first three days of*

*service)*

C.R.S. 13-71-132 through 13-71-134 (*juror's and employer's obligations*)