

## Staff Legal Leave

The Board of Education 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 Archuleta School District 50 JT may 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 for by the district.

Employees of School District 50 Joint may be excused from their school duties for jury duty without any reduction in salary. Employees may be subpoenaed as witnesses and may be excused from their school duties for such witness service without any reduction in salary. Any payment received from the courts for such service must be given to the district.

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.

Pursuant to state law, after the first three days of jury service, the state pays each juror \$50 per day. Because employees will be receiving their regular wages from the district, which in most instances is more than \$50 per day, all employees shall forward such payment from the state to the district as an offset. If an employee's regular wages are less than \$50 per day, the district will supplement the employee's regular wages to bring the daily wage up to \$50.

The employee may keep any reimbursement for expenses or mileage above the \$50 per day that is received from the state and continue to receive the full extent of his or her regular wages while on jury service.

The superintendent may request that an employee be excused from jury 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 school or the students concerned.

Adopted: September 10, 2002  
Revised: May 11, 2021

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*)

Archuleta School District 50 JT, Pagosa Springs, Colorado

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

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