

RESOLUTION NO. 2025-8

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF RUSH COUNTY, INDIANA, TO AMEND THE RUSH COUNTY EMPLOYEE HANDBOOK TO INCLUDE A POLICY FOR UNPAID LEAVE TO ATTEND SCHOOL CONFERENCES AND CASE CONFERENCE COMMITTEE MEETINGS

WHEREAS, the Board of Commissioners of Rush County, Indiana (the "County") is the executive body of Rush County, Indiana; and

WHEREAS, pursuant to Indiana Code 22-2-20, effective July 1, 2025, counties are prohibited from taking adverse employment action against employees who are absent from work for the purpose of attending certain school-related meetings concerning their children; and

WHEREAS, the Board of Commissioners desires to amend the Rush County Employee Handbook to ensure compliance with IC 22-2-20 and to clearly inform employees of their rights and responsibilities under this statute; and

WHEREAS, the Board finds that adopting such a policy serves the public interest and promotes family engagement in education while maintaining necessary operational guidelines.

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Rush County, Indiana as follows:

1. Amendment to Handbook. The Rush County Employee Handbook is hereby amended to include the provision to be inserted in the appropriate Leave Policy section]:


"Leave for School Conferences and Case Conferences (Effective July 1, 2025 – June 30, 2029)

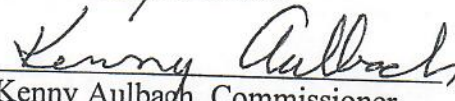
In accordance with Indiana law (IC 22-2-20), eligible employees are entitled to one unpaid absence per calendar year to attend either a school attendance conference or a case conference committee meeting for their child. Employees must provide at least five (5) days' advance notice and submit documentation of attendance. Time off must be limited to the duration reasonably necessary to attend and travel to and from the meeting. Employees are encouraged to schedule such meetings electronically when possible. Additional absences, excessive time away, or failure to follow notice requirements may result in disciplinary action. This policy is effective July 1, 2025, and will expire June 30, 2029, unless extended by Rush County."

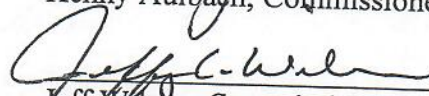
2. Authorization to Update. The County Auditor and County HR Director are authorized to revise the Employee Handbook to reflect this amendment and distribute updated copies to all county departments and employees.
3. Effective Date. This Resolution shall be in full force and effect upon its adoption.

ADOPTED this 30th day of June, 2025.

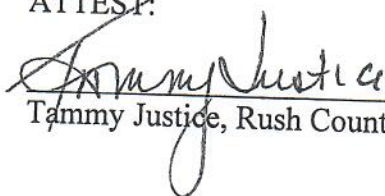
BOARD OF COMMISSIONERS
OF RUSH COUNTY, INDIANA


Ron Jarman, President


Kenny Aulbach, Commissioner


Jeff Wilson, Commissioner

ATTEST:


Tammy Justice, Rush County Auditor