

SUPPORT STAFF LEAVES AND ABSENCES

Leaves and absences granted to the support staff are for the purposes of helping them maintain their physical health, taking care of family and other personal emergencies and discharging important and necessary obligations.

All requests for long-term leaves of absence are submitted by the Superintendent, together with his/her recommendations, to the Board for its action.

Assignments to Charter Schools

The District must grant a leave of absence of at least three years to each member of its teaching and support staff who is an employee at a charter school. The District must re-instate a former employee after they are discharged from the charter school unless the employee is terminated for a reason for which the Board itself would have sought to terminate the employee. In such cases, the Board may institute termination proceedings in compliance with State law and/or the negotiated agreement.

Persons employed by the District and assigned to a charter school are considered employees of the District in all respects.

[Adoption date: July 30, 1998]

LEGAL REFS.: Family and Medical Leave Act; 29 USC 2611 et seq.
 ORC 124.38-124.39
 3313.20; 3313.211
 3319.13; 3319.141; 3319.143

CROSS REF.: GBR, Family and Medical Leave

CONTRACT REF.: Support Staff Negotiated Agreement