

## PROFESSIONAL STAFF LEAVES AND ABSENCES

The Board provides a plan for considering leaves and absences for its staff members in accordance with Ohio and Federal laws and Board policies. A leave of absence is a period of extended absence from duty by a staff member, for which written request has been made and formal approval has been granted by the Board.

Compensation, if any, during leaves of absence depends upon the type of leave. Deductions are made in salaries for absence in accordance with regulations developed by the administration and approved by the Board.

Depending on the type of leave and when the group insurance policy permits, an employee may continue to participate in board-approved insurance programs, provided that the employee pays the entire premium for these benefits.

A staff member terminates his/her affiliation with the Board if, at the expiration of the specified period of leave, he/she declines the position that is offered to him/her. An employee holds the same contract status held on the date on which his/her leave began when he/she returns to duty if his/her contract has not expired during the period of the leave of absence

### Assignments to Charter Schools

*The District must grant a leave of absence of a 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 and 124.39  
                                  3313.20; 3313.211  
                                  3319.08; 3319.09; 3319.13; 3319.131; 3319.14; 3319.143

CONTRACT REF.: Teachers' Negotiated Agreement