

Cle Elum-Roslyn School District No. 404

Board Policy

Personnel

5409

Professional or Other Leaves

Professional Leave: Leave for purposes relating to the professional growth of employees may be granted upon written application to the Superintendent (or designee). Funding for such leave will be contingent upon available resources.

Other Leaves of Absence. The district may grant leaves of absence for specific periods of time for up to one school year upon application by a staff member, the recommendation of the superintendent and the approval of the board. Such leaves shall be without pay or fringe benefits and, with the approval of the board, may be extended for one additional school year. During the leave the staff member may pay the district's share of any insurance benefits program in order to maintain those benefits. The needs of students and the district program warrant primary consideration. Leaves of absence shall be granted only when they shall not have an undesirable impact upon the educational program or business operations.

A staff member shall be entitled to return to a position in the district at the end of the leave of absence subject to the availability of a position for which the staff member is qualified. The staff member granted a leave of absence shall inform the board by April 1 as to his/ her intentions to assume a position in the district for the ensuing school year. If said notification is not received, the individual's employment rights with the district shall be terminated.

Staff on leave of absence shall not earn any salary schedule experience credit or any sick leave credit or benefits during the leave of absence.

Leaves to Attend Meetings/Conferences

The district may grant leaves, subject to the recommendation of the superintendent to staff for the purpose of attending meetings or conference that are likely to be value to the staff member's performance. Out of state conferences require board approval. (Meetings and conferences wherein bargaining unit activities are conducted are excluded.) Such leaves may be granted without pay and with or without travel expense reimbursement.

Cross Reference: Board Policy 5021 Applicability of Personnel Policies

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