

DISCRETIONARY LEAVES

Leaves of Absence

The district may grant leaves of absence for specific periods of time for up to one school year for certificated staff or one calendar year for all other staff, 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 (1) additional school year for certificated staff or one (1) calendar year for all other staff. 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.

This policy is subject to all of the provisions stated in Policy 5400.

Leaves to Attend Meetings/Conferences

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

This policy is subject to all of the provisions stated in Policy 5400.

Cross Reference: Board Policy 5021

Applicability of Personnel Policies

Legal Reference: RCW 28A.400.300

Hiring and discharging employees—
Leaves for employees—Seniority
and leave benefits, retention upon
transfers between schools

Adoption Date: June 12, 2006