

Leave of Absence

4635

The board of education shall, in its sole discretion, determine whether any request for a leave of absence will be granted as well as the number and duration of such leaves. In making these determinations, the board of education will consider the best education interest of the affected students. The board of education may consider such criteria as the need for continuity of instruction, the effect of the teacher's absence on students, the duration of the leave, the time of year of the leave, the availability of adequately qualified and acceptable substitute teacher, the reason for the requested leave, and such other criteria as the board of education may deem appropriate.

A leave of absence shall not constitute a break in service for the purpose of seniority in any provisions of policy or negotiated agreement where seniority may be applicable. However, the time of the leave of absence will not count as employment for the purpose of increased seniority.

A teacher desiring to return to employment after a leave of absence which includes the second semester of a school year shall be required to submit a written statement of his or her intention to return on or before March 15 of the school year of the leave. The failure of the teacher to submit a written statement of his or her intention to return by March 15 shall constitute a refusal of employment for the following school year and shall authorize the board of education to take action to terminate the teacher's employment.

During the period of the leave, the teacher may continue health insurance coverage by paying the premium in advance to the school district. Upon return, any benefits which have accrued prior to the leave will be restored to the teacher if such benefits are also being provided to other members of the bargaining unit. However the time of the leave of absence shall not be considered as employment by the school district.

Refer to AR-4635, Leave of Absence Agreement.

Legal Reference: §79-838

School Board, Grant Leave of Absence, Procedures, Rights.