

Article IX.A.5.j. Leaves of Absence Without Pay/Renewal Leave

A. Leaves of Absence Without Pay

Administrators and SSTs may apply for a leave of absence without pay for such reasons as newborn care, adoption, health problems, and further education. Such leaves may not exceed one year.

B. Renewal Leave

Contract licensed administrators and SSTs are eligible to apply for a one-year renewal leave after ten current and consecutive years of employment in the District.

C. Provisions Governing Leaves Without Pay and Renewal Leave

1. Seniority or salary step credit does not accrue during the period of absence.
2. There are no restrictions as to the type of activities undertaken by the educator during the period of the leave except that renewal leave may not be taken to accept comparable employment.
3. Employees returning from a leave of absence will be entitled at the end of the leave to a position comparable to the one vacated.
4. An employee on leave of absence will be required to give written notice by March 15 to the District of his/her intent to return. Failure to provide such notice will void the District's obligation to re-employ the employee.
5. Leaves of absence without pay and renewal leaves are without pay and without benefits, however, employees will be restored to former benefits or be treated as a new hire for benefits purposes at the employee's election upon returning to employment.