

December 6, 2017

**AMEND BOARD RULES
4-14 OTHER LEAVES WITH PAY AND
4-15 OTHER LEAVES WITHOUT PAY**

~~THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING~~

That the Board amend Board Rules 4-14 Other Leaves with Pay to (1) align policy with practice for job protection rights for employees who return from military leave after extended time off, and (2) remove

On-loan leaves and adding eligibility rules for Sabbatical leaves and 4-15 Other Leaves without Pay to (1) update Personal or Student Teaching leaves as separate sections to clearly define the eligibility and

to perform the duties of his/her former position due to a disability sustained during the military

leave, or has exceeded their job protection period, the employee will be offered a vacant position
for which he/she the employee is qualified

b. *Bereavement Leave.* The Chief Executive Officer or his/her designee shall grant employees, other than substitute teachers and part-time/seasonal employees, paid bereavement leave, as follows:

17-1206-RU1

g. ~~Tenured Teacher On-Loan Leaves of Absence.~~ The Chief Executive Officer or his/her designee may grant to ~~tenured teachers~~ the types of on loan leaves set forth in subparagraphs 1 and 2 of this Section

~~under the conditions set forth in those paragraphs without Board action and shall report such leaves on his/her quarterly report to the Board. The decision to grant an on loan leave of absence rests solely within~~

b_c. *Tenured Teachers' Leave for Travel or Study.* The Chief Executive Officer or his/her designee may grant an unpaid leave of absence for one (1) year or less to a tenured teacher for educationally-related travel or for full-time study in accredited institutions of learning. At the conclusion of the leave, the tenured teacher must present credentials showing the course work pursued and the amount of work done to the Chief Education Officer. In case of leave for travel, evidence of such travel shall be presented to the Chief Education Officer. When a leave has been granted under this Rule, the absence

shall not be considered as a break in service as far as seniority is concerned and the tenured teacher

shall be returned to his/her position at the termination of the leave. A tenured teacher granted a leave

2. The Chief Executive Officer or his/her designee may, without further Board action, grant union

[REDACTED]