

LEAVES

The Governing Board recognizes the need to provide for leaves which management and confidential personnel may take for justifiable reasons. Such leaves shall be authorized pursuant to Board policies and/or administrative regulations.

Certificated management and supervisory employees shall be entitled to those leave provisions provided in the certificated agreement unless otherwise specified in Board policy, administrative regulations or individual contract.

Classified management, supervisory and confidential employees shall be entitled to those leave provisions provided in the classified negotiated agreement unless otherwise specified in Board policy, administrative regulations or individual contract.

Long Term Leave Without Pay for Management/Confidential Employees

Any management or confidential employee may, at the discretion of the Board, be granted a long-term leave of absence without pay for up to one year. The Board, upon request of the employee, may extend such leave for a second year. At the expiration of a leave so granted, the management or confidential employee shall return to the service of the district or shall be entitled to return to a comparable position within the area of credential authorization, except when a position is eliminated for reasons such as, but not limited to, declining enrollment, a shift in population or financial constraints.

Staff Promotion Leave

Leave of absence, without pay, may be granted at the discretion of the Board to management and confidential employees who seek administrative or supervisory experience in some other school district or educational institution. When such leave is granted, tenure/permanency rights will not be distributed during the period of absence designated by the Board.

Maternity Leave

Management and confidential employees shall be provided maternity leave. The purpose of maternity leave is to provide leave without pay for the bearing and birth of children.

Each pregnant employee, who elects to do so, may submit in writing on the district-prescribed form, a request for unpaid maternity leave up to a maximum of one calendar year. The employee applying for maternity leave shall furnish the immediate supervisor with a physician's statement confirming the pregnancy, specifying the expected date of delivery, verifying the medical necessity of the leave, and citing the expected duration of the leave. Application for maternity leave is to be made 90 days prior to the requested commencement date of the leave.

LEAVES (continued)

A management or confidential employee on maternity leave shall be entitled to return to a position comparable to that held at the time the leave commenced.

Legal Reference:

EDUCATION CODE

44036 Leaves of absence for judicial and official appearances

44037 Unlawful to encourage exemption from jury duty

44940 Sex offenses and narcotic offenses; compulsory leave

44962-44988 Leaves of absence (certificated)

45190-45210 Leaves of absence (classified)