

JOINT PROPOSAL

Black = Current language in Master Agreement
Green = Changes to which the parties have indicated they can agree
Red = AEA proposals
Blue = APS proposals

Tentative Agreement 3.22.11

Brenna Isaacs

Kari Allen

**Article 32
Leave Without Pay**

1. A teacher may request a leave of absence without pay by submitting a written request specifying the reason for leave. A leave of absence without pay may be granted by the Superintendent for a period of up to one calendar month. Leaves for more than one month must be approved by the Board.
2. [UPON RETURN FROM A LEAVE WITHOUT PAY UNDER THIS ARTICLE OF LESS THAN ONE MONTH, THE TEACHER SHALL BE RETURNED TO THE SAME ASSIGNMENT HELD PRIOR TO THE LEAVE. UPON RETURN FROM SUCH A LEAVE OF ONE MONTH OR MORE, THE TEACHER SHALL BE RETURNED TO AN ASSIGNMENT FOR WHICH HE OR SHE IS QUALIFIED.]
3. [GENERALLY, LEAVES ARE NOT GRANTED FOR LONGER THAN A ONE-YEAR PERIOD.]
4. Leaves are not normally [~~normally~~] granted to permit an employee to be employed elsewhere [EXCEPT THAT TEACHERS MAY, AT THE DISCRETION OF THE CHIEF PERSONNEL OFFICER, BE GRANTED A LEAVE OF ABSENCE TO TEACH IN THE PEACE CORPS, OVERSEAS DEPARTMENT OF DEFENSE SCHOOLS, AS PART OF A TEACHER EXCHANGE PROGRAM OR TO ACQUIRE THE WORK EXPERIENCE NECESSARY TO OBTAIN A VOCATIONAL CREDENTIAL. UPON WRITTEN REQUEST, THESE LEAVES MAY BE EXTENDED FOR A SECOND YEAR SUBJECT TO THE APPROVAL OF THE BOARD OF EDUCATION.] [~~Addressed in revised language for this paragraph - However, a teacher who desires to obtain a vocational credential in a vocational field taught in the District may request a leave under this Article for the purpose of acquiring the work experience necessary to get the vocational credential.~~]
5. A teacher with at least 12 consecutive years of employment in the District shall be entitled to a leave under this Article for the purpose of teaching in an extra-national school system. The teacher shall be entitled to a leave of two years if the extra-national school system requires a two-year commitment from the teacher.
6. WHILE AN EMPLOYEE IS ON AN UNPAID LEAVE OF ABSENCE APPROVED BY THE BOARD OF EDUCATION, THE DISTRICT SHALL NOT PAY THE PREMIUMS ON THE EMPLOYEE'S DISTRICT-SPONSORED HEALTH, DENTAL AND/OR LIFE INSURANCE EXCEPT AS REQUIRED BY THE FAMILY MEDICAL LEAVE ACT. IF AN EMPLOYEE WISHES TO CONTINUE SUCH INSURANCE COVERAGE, THIS MAY BE DONE AT THE EMPLOYEE'S EXPENSE BY MAKING THE NECESSARY ARRANGEMENTS WITH THE BENEFITS AND EMPLOYEE RELATIONS OFFICE.