

LEAVE OF ABSENCE FOR EMPLOYMENT BY A COMMUNITY SCHOOL

A classified staff member, who is employed by the District and is seeking to be employed by a conversion or new start-up community school sponsored by or located within the District, shall be provided with a leave of absence from the District of up to three (3) years for service in the community.

To maintain eligibility for this leave, the classified staff member must be continuously employed by the community school during the leave of absence.

A classified staff member, who is employed by the District and will be employed by a conversion or new start-up community school that is not sponsored by or located within the District, shall not be provided with a leave of absence for service in the community school.

Eligibility for Benefits while on Leave of Absence

During the leave of absence, a classified staff member shall remain eligible for the insurance benefits that are provided to regularly employed staff members, as well as SERS benefits, provided such staff member pays the entire cost associated with such benefits. The right to benefits does not apply if a collective bargaining agreement that is applicable to staff members of a conversion community school provides otherwise.

A staff member shall not be permitted to accrue personal leave or vacation leave for use as an employee of the District while s/he is on a leave of absence.

Return to Employment in the District

When the leave of absence period has expired or at such time when the classified staff member has been discharged from his/her employment with the community school, the classified staff member shall be entitled to return to employment with the District. Upon the classified staff member's return to employment, any and all applicable seniority shall be calculated to include all employment by the:

- A. District prior to leave of absence;
- B. community school during the leave of absence; and
- C. District after the leave of absence.

The staff member shall also be restored to his/her previous position and salary or to a similar position and salary.

**BOARD OF EDUCATION
LICKING HEIGHTS LOCAL SCHOOL DISTRICT**

CLASSIFIED STAFF
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Liability of District

The District is not liable for any action of a staff member while s/he is on a leave of absence and employed by a community school.

R.C. 3314.10
R.C. Chapter 3309

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Adopted (DATE)