

Article IX.A.1.n. Civic and Service Leaves

A. Statement of Policy

Any contract employee of the District shall have the right to:

1. become a candidate for public office and if elected, to serve in such office in accordance with the law;
2. accept extended civic, humanitarian, religious service, or other similar service opportunities that may enhance the employee's skills or experience.

B. Application for Leave

1. Upon application to the Human Resources office and approval by the Board of Education, an employee accepting an extended Civic or Service opportunity will be granted a leave for one or two years without pay and without benefits in order to serve.
2. An employee may request a one year extension of an unpaid leave of absence under this section provided that the request shall be submitted on or before March 1 prior to the expiration of the original leave.

C. Legislators

Those elected to serve in the State Legislature may be granted up to 60 days leave without pay, with extended health and life benefits.

D. Returning from Leave

1. An employee returning from a Civic or Service leave after one year or less will be entitled to a position comparable to the one held prior to taking the leave.
2. An employee returning from a Civic or Service leave after more than one year will be entitled to a comparable position if one is available. If a comparable position is not available, the employee will be entitled to a lesser position and salary commensurate with that lesser position for which the employee is qualified within the employee's class (i.e. administrative, teacher, classified or secretarial).