

UPPER BUCKS COUNTY AREA VOCATIONAL TECHNICAL SCHOOL

SECTION: EMPLOYEES

TITLE: UNCOMPENSATED LEAVE

ADOPTED: October 16, 2008

REVISED:

339. UNCOMPENSATED LEAVE	
1. Authority	<p>The Joint Operating Committee recognizes that in certain situations an administrative, professional or support employee may request extended leave for personal reasons, and the school could benefit from the return of the employee. This policy establishes parameters for granting uncompensated leaves of absence.</p>
SC 1154, 1850.1	<p>The Joint Operating Committee reserves the right to specify the conditions under which uncompensated leave may be taken. All applications for uncompensated leave require approval by the Joint Operating Committee, upon recommendation of the Administrative Director.</p> <p>Uncompensated leave shall be granted in accordance with provisions of the administrative compensation plan, individual contract, collective bargaining agreement or Joint Operating Committee resolution.</p>
2. Guidelines	<p><u>Application</u></p> <p>Requests for uncompensated leave shall be made to the Administrative Director in advance of the requested beginning date. Special consideration will be given to emergencies.</p> <p><u>Commitment Of Employee</u></p> <p>The employee granted an uncompensated leave of absence shall inform the Joint Operating Committee of his/her intentions prior to the scheduled return date.</p> <p><u>Commitment Of Employer</u></p> <p>At the expiration of uncompensated leave, the employee shall be offered the same position previously held or a like position to that previously held.</p>

<p>SC 1176-1181 51 Pa. C.S.A. Sec. 4102, 7301-7309 38 U.S.C. Sec. 4301 et seq</p>	<p><u>Childrearing Leave</u></p> <p>Childrearing leave shall be granted in accordance with provisions of the administrative compensation plan, individual contract, collective bargaining agreement or Joint Operating Committee resolution.</p> <p><u>Military Leave</u></p> <p>Military leave shall be granted in accordance with law, provisions of the administrative compensation plan, individual contract, collective bargaining agreement or Joint Operating Committee resolution.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1154, 1176-1182, 1850.1</p> <p>Military Affairs – 51 Pa. C.S.A. Sec. 4102, 7301-7309</p> <p>Veteran’s Benefits – 38 U.S.C. Sec. 4301 et seq.</p>
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