

MIDDLETOWN AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: COMPENSATED
PROFESSIONAL LEAVES

ADOPTED: February 17, 1997

REVISED:

	<p>438.1. COMPENSATED PROFESSIONAL LEAVES</p>
1. Purpose	<p>This policy shall establish the district's parameters for granting professional development and classroom occupational exchange leaves for eligible professional employees.</p>
2. Definitions	<p>Professional development leave shall be defined as a leave of absence granted for the purpose of improving professional competency or obtaining a professional certificate or commission. Such leave shall be directly related to an employee's professional responsibilities, as determined by the Board, and be restricted to activities required by State regulation or law or to improve professional competency.</p> <p>Classroom occupational exchange leave shall be defined as a leave of absence granted for the purpose of acquiring practical work experience in business, industry or government.</p>
3. Authority SC 1166.1, 1171	<p>The Board shall have sole authority to adopt and enforce policy establishing the conditions for approval of a professional development leave. All requests for such leave shall be subject to review and approval by the Board.</p>
SC 522.2	<p>The Board may grant a leave to eligible employees for classroom occupational exchange leave for the specified purpose.</p>
4. Guidelines	<p>PROFESSIONAL DEVELOPMENT LEAVE</p> <p><u>Eligibility</u></p>
SC 1166	<p>To be eligible for professional development leave, an employee shall have completed ten (10) years of satisfactory service in the public schools of the Commonwealth; at least five (5) consecutive years of such service shall be in Middletown Area School District.</p>
SC 1166	<p>A leave for professional development may be taken for a half or full school term or for two (2) half school terms during a period of two (2) years, at the option of the employee.</p>

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SC 1166.1	<p>At any one time, no more than ten percent (10%) of the eligible professional employees can be on restoration of health and professional leaves.</p> <p><u>Application</u></p> <p>Professional development leaves shall be granted only to employees participating in an academic program for the purpose of retaining a professional certificate or commission, further preparation and improvement in his/her area(s) of certification, additional certification, attaining other appropriate and identifiable educational positions within the school district, or as the Board may require, and upon the recommendation of the Superintendent.</p> <p>Requests for professional development leave shall be submitted on the approved district form and forwarded with a detailed plan to the Superintendent.</p> <p>All required application materials shall be submitted by April 1 for the following school year and by October 1 for the following semester.</p> <p><u>Documentation</u></p> <p>Applicants for professional development leave shall submit with the application form a detailed plan describing the professional development activities to be undertaken and a statement specifying the benefits of the leave to the employee and the school district. The plan shall provide sufficient information to permit the Board to adequately evaluate the request.</p> <p>The Board may at any time require additional information from the employee in order to assist the Board in evaluating the request and the leave's benefits to and impact on the employee and the school district.</p>
SC 1166.1	<p>The minimum requirements for leave for a half school term shall consist of any of the following or a combination thereof: nine (9) graduate credits, twelve (12) undergraduate credits, one hundred eighty (180) hours of professional development activities. The minimum requirements for leave for a full school term shall be any of the following or a combination thereof: eighteen (18) graduate credits, twenty-four (24) undergraduate credits, three hundred sixty (360) hours of professional development activities.</p> <p>Applicants who propose to take graduate or undergraduate credits shall submit notification of acceptance and enrollment from an accredited institution of higher learning for study in courses approved by the Superintendent. The employee shall</p>

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<p>SC 1166.1, 1168</p>	<p>successfully complete the approved courses and receive passing grades. Upon return from professional development leave, the employee shall submit to the Superintendent within the first month an official transcript of all courses completed. Failure to receive passing grades or to submit required transcripts on time shall result in forfeiture of all benefits for the period of absence for compensated professional development leave.</p> <p>Applicants who propose to undertake professional development activities shall submit to the Superintendent a detailed plan listing the specific activities. Upon return from professional development leave, the employee shall submit to the Superintendent within the first month a formal report describing the educational activities pursued and their benefits and relevancy. Failure to submit required reports on time shall result in forfeiture of all benefits for the period of absence for compensated professional development leave.</p> <p><u>Commitment of Employee</u></p> <p>Acceptance of professional development leave incurs a commitment by the employee to return to active duty in the Middletown Area School District immediately following the leave for one (1) full school year, unless prevented by illness or physical disability. Employees shall submit required reports on time or forfeit all compensation and benefits.</p> <p>The Board reserves the right to require at its expense additional examinations and reports by physicians of its choice to determine the employee's ability to return to work.</p> <p>The employee may not be engaged in compensable employment while on professional development leave.</p> <p><u>Commitment of Employer</u></p>
<p>SC 1168</p>	<p>At the expiration of the professional development leave, the employee shall, unless agreed otherwise, be reinstated in the same position held at the time of the granting of the leave.</p>
<p>SC 522.1, 1170</p>	<p>Time on professional development leave shall be counted as time on the job for purposes of seniority and for retirement purposes only.</p>

<p>SC 1169</p>	<p><u>Compensation</u></p> <p>During the period of professional development leave, an employee shall be compensated at one-half the salary to which s/he would have been entitled had the employee not taken leave. Employee does not accrue sick days and personal days while on leave.</p> <p>CLASSROOM OCCUPATIONAL EXCHANGE LEAVE</p> <p><u>Application</u></p> <p>Requests for classroom occupational exchange leave shall be submitted on the approved district form and forwarded with appropriate documentation to the Superintendent.</p> <p>All required application materials shall be submitted by April 1 for the following school year.</p> <p><u>Documentation</u></p> <p>Applicants for classroom occupational exchange leave shall submit with the application form a statement from the employer agreeing to the terms and conditions of the leave, as specified in Board policy.</p> <p>Upon return from such leave, the employee shall submit to the Board a final report detailing the work experience and its benefits.</p>
<p>SC 1168</p>	<p><u>Commitment of Employee</u></p> <p>Acceptance of classroom occupational exchange leave incurs a commitment by the employee to return to active duty in the Middletown Area School District immediately following the leave for one (1) full school year, unless prevented by illness or physical disability.</p> <p>The Board reserves the right to require at its expense additional examinations and reports by physicians of its choice to determine the employee's ability to return to active duty.</p>
<p>SC 1168</p>	<p><u>Commitment of Employer</u></p> <p>At the expiration of the classroom occupational exchange leave, the employee shall, unless agreed otherwise, be reinstated to a like position in the school district.</p>

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SC 522.1	<p>Time on classroom occupational exchange leave shall be counted as time on the job for purposes of seniority and for retirement purposes only.</p> <p><u>Compensation</u></p>
SC 522.1	<p>The business, industry, educational institution, or government agency to whom the employee is assigned during the leave shall fully compensate the school district for all salary, wages, pension and retirement contributions, and other benefits as if the employee were in full-time active service.</p>

**MIDDLETOWN AREA SCHOOL DISTRICT
55 WEST WATER STREET
MIDDLETOWN, PA 17057-1467**

APPLICATION FOR COMPENSATED PROFESSIONAL LEAVE

NAME OF PROFESSIONAL EMPLOYEE _____

PERIOD FOR WHICH LEAVE IS REQUESTED _____

SEMESTER _____ YEAR _____

SEMESTER _____ YEAR _____

PURPOSE FOR WHICH THE APPLICATION FOR COMPENSATED PROFESSIONAL LEAVE IS REQUESTED:

_____ PROFESSIONAL DEVELOPMENT LEAVE
_____ CLASSROOM OCCUPATIONAL EXCHANGE LEAVE*

TO BE ELIGIBLE FOR *COMPENSATED PROFESSIONAL LEAVE*, AN EMPLOYEE SHALL HAVE COMPLETED TEN (10) YEARS OF SATISFACTORY SERVICE IN THE PUBLIC SCHOOLS OF THE COMMONWEALTH; AT LEAST FIVE (5) CONSECUTIVE YEARS OF SUCH SERVICE SHALL BE IN THE MIDDLETOWN AREA SCHOOL DISTRICT AND SHALL NOT HAVE BEEN ON SABBATICAL LEAVE DURING THE LAST SEVEN (7) YEARS OF SERVICE.

PROFESSIONAL LEAVE SHALL BE GRANTED ONLY TO PROFESSIONAL EMPLOYEES PARTICIPATING IN AN ACADEMIC PROGRAM FOR THE PURPOSE OF RETAINING A PROFESSIONAL CERTIFICATE OR COMMISSION, FURTHER PREPARATION AND IMPROVEMENT IN HIS/HER AREA(S) OF CERTIFICATION, ADDITIONAL CERTIFICATION, ATTAINING OTHER APPROPRIATE AND IDENTIFIABLE EDUCATIONAL POSITIONS WITHIN THE MIDDLETOWN AREA SCHOOL DISTRICT, OR AS THE BOARD MAY REQUIRE, AND UPON THE RECOMMENDATION OF THE SUPERINTENDENT.

ALL MATERIALS MUST BE SUBMITTED BY *APRIL 1* FOR THE FOLLOWING SCHOOL YEAR AND BY *OCTOBER 1* FOR THE FOLLOWING SEMESTER.

PROFESSIONAL DEVELOPMENT LEAVE PLAN NEEDS TO BE IN DETAIL DESCRIBING THE PROFESSIONAL DEVELOPMENT ACTIVITIES BEING UNDERTAKEN AND A STATEMENT SPECIFYING THE BENEFITS OF THE LEAVE TO THE EMPLOYEE AND THE MIDDLETOWN AREA SCHOOL DISTRICT.

(THE MINIMUM REQUIREMENTS FOR LEAVE FOR A HALF SCHOOL TERM SHALL CONSIST OF THE FOLLOWING OR A COMBINATION THEREOF: NINE (9) GRADUATE CREDITS, TWELVE(12) UNDERGRADUATE CREDITS, ONE HUNDRED EIGHTY (180) HOURS OF PROFESSIONAL DEVELOPMENT ACTIVITIES. THE MINIMUM REQUIREMENTS FOR LEAVE FOR A FULL SCHOOL

