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District 77 Policy 433

433 LEAVE FOR TEACHERS ELECTED TO PUBLIC OFFICE OR CHOSEN TO A POSITION OF LEADERSHIP IN A PUBLIC SERVICE ORGANIZATION

I. PURPOSE

The purpose of this policy is to set forth the conditions under which teachers who have been elected to public office or chosen to a position of leadership in a public service organization will be granted paid or unpaid leave to engage in activities associated with their public office or leadership position.

II. GENERAL STATEMENT OF POLICY

Some teachers have the opportunity to serve in positions of leadership in governmental or public service organizations. A public service organization is defined as a nonprofit, secular organization, whose primary purpose is service to the general public. The District recognizes the value of such participation and wishes to encourage it to the extent that the teacher's primary responsibility to the student in the classroom is not sacrificed. The following guidelines have been developed for that purpose.

III. GUIDELINES

- A. District teachers who are elected to a public office, or who are chosen to a position of leadership in a public service organization, and who serve in that office or position without reimbursement, may be allowed up to seven (7) days of absence at the discretion of the Superintendent of Schools for the purpose of participation in such activities, as may be required of their position, that are scheduled during the school workday. Five (5) of the seven (7) days may be taken as loss of substitute pay. The other two days may be taken as personal leave or leave at loss of full pay.
- B. District teachers who are elected to public office or a position of leadership in a public service organization and receive reimbursement for their service, will be allowed to participate in that activity within the limitations of M.S. 3.088, M.S. 202A.135, and M.S. 210A.09, if applicable, or at the discretion of the School Board, with loss of full pay for those days of absence from their school work assignment.
- C. To receive consideration for such leave, a teacher must:

1. Inform the Superintendent of Schools of the expected school time demands of the position prior to accepting the position.
2. Request leave days in writing prior to their need.

Legal References: Minn. Stat. 3.088
Minn. Stat. 202A.135
Minn. Stat. 210A.09

Cross References: Article III, Section 8 Teachers' Master Agreement
Article X, Section 12 Secretaries' Master Agreement
Article VII, Section 6 MSEA Master Agreement
Article VII, Section 11 MSEA Master Agreement