

CONSULTATION LEAVE OF ABSENCE

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The identification of some of our staff members as highly skilled in their field of expertise is occurring on a regional, statewide and national basis. Outside organizations may desire district staff members to serve in the capacity of leading in-service sessions and workshop programs outside the boundaries of Independent School District #831.

The School District recognizes the value of supporting education at a more general level than that which occurs within its boundaries within limitations consistent with the obligations of Independent School District 831. Furthermore, it is believed that the School District will generally benefit through our staff's consulting work with other school districts and educational institutions. Employees of the School District may be granted, in the discretion of the School District, a consultation leave of absence under the following conditions:

1. The requesting school district or educational institution will formally request the employee's participation in a clearly defined activity to the Superintendent or his or her designee for approval.
2. The employee's participation will offer an educational benefit to the individual and to Independent School District 831.
3. All fees including honoraria, paid to the employee will be turned over to Independent School District 831 unless the employee is using her/his own applicable accrued leave time or an unpaid leave of absence is granted pursuant to Policy 415. Fees and honoraria do not include travel, meal, or lodging reimbursement.
4. No travel, meal or lodging reimbursement will be paid by Independent School District 831.
5. If so approved by the Superintendent or designee, reasonable requests for staff participation by the Minnesota Department of Education will be provided at no cost to the State Department.

ADOPTED: 8/20/79

REVISED: 03/04/21