

Item 14	<u>ARTICLE VIII LEAVES OF ABSENCE</u>
BEA	<u>Section 9. General Leave of Absence:</u>
9.20	<p>Subd. 1. Teachers may apply for a general leave without pay or fringe benefits for the following year by January 15th. Such application shall be in writing, to the Executive Director of Human Resources. Such leave shall be at the discretion of the Board of Education.</p> <p>Subd. 2. Approved leaves allow the employee to continue to accrue seniority but not step or career advancement. The employee may participate in District health, dental and life insurance plans at the employee's expense.</p> <p>Subd. 3. A teacher shall inform in writing, the Executive Director of Human Resources by February 1 of plans to return the coming school year. If a teacher has exhausted their general leave and has not been granted a leave for the coming school year, the teacher must return to work, or employment will be terminated.</p> <p>Subd. 4. A teacher is limited to general leaves in no more than three (3) school years regardless of the FTE of the leave.</p> <p>Subd. 45. A teacher may apply for an extended leave of absence for at least three but no more than five years of absence pursuant to MN Statute 122A.46.</p>
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ISD 191	<u>Section 9. General Leave of Absence:</u>
1.3 TA	<p>Subd. 1. Teachers may apply for a general leave without pay or fringe benefits for the following year by January 15th. Such application shall be in writing, to the Executive Director of Human Resources. Such leave shall be at the discretion of the Board of Education.</p> <p>Subd. 2. Approved leaves allow the employee to continue to accrue seniority but not step or career advancement. The employee may participate in District health, dental and life insurance plans at the employee's expense.</p> <p>Subd. 3. A teacher shall inform in writing, the Executive Director of Human Resources by February 1 of plans to return the coming school year. If a teacher has exhausted their general leave and has not been granted a leave for the coming school year, the teacher must return to work, or employment will be terminated.</p> <p>Subd. 4. A teacher is limited to general leaves in no more than three (3) five (5) school years regardless of the FTE of the leave.</p> <p>Subd. 5. A teacher may apply for an extended leave of absence for at least three but no more than five years of absence pursuant to MN Statute 122A.46.</p>

Item 22 Conversation:

ARTICLE XIV INVOLUNTARY TRANSFERS / TRANSFER REQUESTS

Section 7. Teachers on Special Assignment (TOSA) and/or Terminal Positions TOSA and Terminal Positions are career ladder opportunities for teachers to broaden their influence on the teaching profession and present opportunities for leadership. It is the intent of the District and BEA to encourage as many different qualified teachers as possible to assume leadership positions. Teachers who accept TOSA and Terminal Positions may return to their previous position after 3 years, if available. The request to return must be submitted by February 1st. If the previous assignment is not available, the teacher shall return to the previous department at the building from which the teacher transferred.

Section 5. Annual Transfers Requests (ATR):

Subd. 1. Upon application to the District, all applicants will be considered for vacancies. Final right of selection shall be reserved by the District. If a teacher requests to return to their former assignment by February 1 after completing one calendar year in the new assignment, they will be reassigned to their former building and department if a position is vacant. If a teacher completes two calendar years in the new assignment without requesting to return to their former position they will no longer have rights to the former position.

Q Comp MOU:

Section 6: Continuous Improvement Coaches may return to their previous position after 3 years, if available. The request to return must be submitted by February 1st. If the previous assignment is not available, the teacher shall return to the previous department at the building from which the teacher transferred.

It is the expectation that teachers would return to teaching, either full- or part-time after serving as a Continuous Improvement Coach for a 3-5 year period of time. After completing three or more years in the position, Continuous Improvement Coaches continue to have the right to return to teaching. The District will place the returning teacher in a position for which he or she is appropriately licensed.

Currently have between 3-5 teachers not a CIC that would be considered a TOSA.