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1:48pm

ASK ESP CP
February 16, 2026
12:00pm

ARTICLE 12

RETURN FROM LEAVE

A. Return

Upon return from paid or unpaid leave, the employee will return to the same or similar position they had prior to leave. Employees will be placed at the step on the salary schedule that they would have obtained had they not taken leave unless specifically stated otherwise in this Agreement. Employees will be placed on the appropriate pay step on the wage schedule upon their return.

B. Service

Approved leaves will not be considered a break in service. All accrued benefits earned prior to the leave will be reinstated upon return from leave. There will be no loss of seniority.

C. Health Insurance

Employees on authorized leave may participate in the District group insurance program as provided under the Consolidated Omnibus Budget Reconciliation Act (COBRA).

[MOVED TO ARTICLE {15}, SECTION {B}]