



## Charter School Leave Frequently Asked Questions

### **What is Charter School Leave?**

It is an approved leave of absence that allows certified employees to work at a Nevada public charter school

### **Is Charter School Leave paid or unpaid?**

It is always unpaid. You do not receive WCSD compensation or benefits while on Charter School Leave.

### **How long can I take Charter School Leave?**

You may take up to 3 years of Charter School Leave, subject to approval. This cannot exceed 3 years per NRS.

### **Am I guaranteed a position upon return?**

After the first year on a charter leave of absence the employee is entitled to return to a comparable teaching position. The second and third year the district will

### **What are the eligibility requirements?**

- You must be a licensed WCSD employee in good standing
- The Administrator at the charter school must submit a formal written statement on behalf of the employee stating: date ranges for the charter schools leave.

### **What is the process for applying?**

1. [Submit a leave of absence request by clicking this link](#)
2. Include charter school name, role, duration, and start date
3. Await written approval before separating from WCSD and submit the offer letter to WCSD benefits department. This must be on the Charter Schools letterhead

### **Do I retain my benefits or seniority?**

You do not receive WCSD pay or benefits during the leave, but you retain seniority for purposes of salary placement upon return.

**Can I continue my WCSD health benefits?**

No. You must arrange for health insurance through the charter school or an independent provider. You may be eligible for COBRA coverage.

**Is there a limit on how many employees can take Charter School Leave?**

Yes. WCSD may limit the number of concurrent Charter School Leaves due to operational needs.

**Can I use vacation or sick leave during Charter School Leave?**

No. Your WCSD leave banks are frozen during the leave and not accessible.