

## ARTICLE V – LEAVES

### SECTION D - Unpaid Leaves: Specific Provisions (cont'd)

the leave.

- c. The employee has not taken this type of leave in the past.
- d. The employee must notify in writing the Chief Personnel Officer on or before May 1 that he/she will be taking a career change leave for the ensuing school year.
- e. Any leave shall be for a full school year. Exceptions to this rule may be granted by the administration.
- f. A cap of .5% of the bargaining unit shall be eligible and selection of those granted such leave shall be by seniority.

**10. Charter School Leave** – Pursuant to Florida Statutes, an employee may request and will be granted an unpaid leave of absence to accept employment in an instructional position at a District Charter School. Notwithstanding any other provisions in this Agreement, the unpaid leave will be extended annually provided the employee remains an instructional employee of the District Charter School. An employee may return from a Charter School Leave under the following conditions:

- a. Charter School Leave shall be granted for a full school year and an employee may return for active employment with the District only at the beginning of a school year, unless otherwise authorized by the Chief of Human Resources.
- b. An employee must notify the Chief of Human Resources of his/her intent to return to active employment or his/her extension of Charter School leave by April 15<sup>th</sup>. If the employee returns to active employment with the District, he/she may apply for posted vacancies and attend District job fairs.
- c. An employee who is returning to active employment with the District who has not been offered a position by June 15<sup>th</sup> shall be placed by the District without regard for the employee's seniority.
- d. An employee who is granted a Professional Services Contract (PSC) while on approved Charter School Leave will be compensated on the PSC salary column upon return to employment with the District.
- e. An employee whose Charter School Leave commences prior to the completion of three years of probationary service will be required to complete the remaining probationary period upon return to active employment with the District.
- f. Pursuant to provisions of the Agreement, an employee's previous public and/or private satisfactory teaching experience, including satisfactory teaching experience at the District Charter School, will be recognized for placement on the Teachers' Salary Schedule upon returning from leave if his/her Charter School Leave had a duration of at least one school year. As used herein, "one school year" shall mean two (2)

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consecutive regular school semesters even if these semesters are separated by a summer break. An employee who was not on Charter School Leave for at least one school year will be placed on the Teachers' Salary Schedule as provided by Article VIII, Section B 8 of this Agreement.