

Employee Leaves of Absence

The Ashland School values and appreciates the long-standing positive student-centered working relationship that exists between the Board and the employees of the Ashland School District. Additionally, the Board recognizes the importance of good faculty/staff attendance and the positive impact it has on student learning and the overall school environment.

The Board recognizes there are life circumstances which require leaves of absence from one's work. The Ashland School District is not required to meet the requirements of the federal Family and Medical Leave Act of 1993 and its amendments due to not meeting the required threshold of employees (Policy #4146, Family and Medical Leave Act). However, the Board values the employees of the Ashland School District and is committed to supporting them. Therefore, leave requests, not covered by the Collective Bargaining Agreement, that are consistent with FMLA, will at the very least be approved in a manner consistent with current FMLA legislation as outlined in Policy #4146.

Leaves of absence, including those falling outside the scope of FMLA, will be considered by the Board on an individual basis. When making a decision, the Board will take into account the circumstances surrounding the request.

Proposed: 05/01/18
Adopted: 11/06/18