

AR4361 Leaves
Personnel

Status: ADOPTED
September 6, 2011

Failure to Return to Service After Leave

In the case of a certificated employee who was on leave of absence for 20 or more consecutive working days after April 30 of the previous school year, the Modoc County Superintendent of Schools may terminate the employment of such an employee if all of the following circumstances exist:

1. The employee fails to report for duty, without good cause, at the beginning of the school year after having notified the County Superintendent of his/her intention to remain in service with the Modoc County Office of Education in accordance with Education Code 44842.
2. The County Office had specifically notified the employee, at least five days in advance, of the time and place at which the employee was to report to work.
3. The employee did not request or was not granted a leave of absence authorized by the County Superintendent.

In any such case, the County Superintendent may terminate the employee's employment on the day following 20 consecutive days of absence.

Use of Leaves by Classified Employees

A classified employee may interrupt or terminate vacation leave in order to begin another type of paid leave without a return to active service, as long as the employee provides adequate notice and relevant supporting information regarding the basis for such interruption or termination.