

# KNOW YOUR BENEFITS



Vol. 3 -- In the last issue I focused on Maternity Leaves. This issue will focus on Article XI of the contract -- Unpaid Leaves of Absence (beginning on p. 19 of the new contract. There is a searchable .pdf of the contract at [www.bmust.org](http://www.bmust.org) in the password protected members only section.

## A BRIEF LOOK AT OTHER TYPES OF LEAVES

As I mentioned in the previous issue, the vast majority of leaves that I handle for the BMUST are maternity related leaves with or without FMLA. Those leaves probably comprise 85-90% of the emails, phone calls, texts and face-to-face conversations that I have with members. The other 10-15% usually focus on personal leaves (I have never had a conversation with a member regarding leave for Peace Corps type programs, serving in a political office, emergency military call-up or a teacher exchange program -- all of which are acceptable types of leave requests).

A teacher may request a personal leave of one full school year, for any reason and shall not be unreasonably denied. That request needs to be submitted by February 1 of the previous school year. Requests for a personal leave for the 23-24 school year are due by Feb. 1, 2023 unless there are unforeseen circumstances that causes the request to be made after that date. The return from an unpaid leave notification date is February 1 but no later than the Monday after the February break.

There are significant differences regarding a personal leave and the leaves that were mentioned above.

- When you return from a granted personal leave you will be placed back on the salary schedule at the point the leave commenced. Your seniority will also be adjusted for your time off-payroll.
- When you take one of the aforementioned leaves the individual would be placed back on the salary schedule had they been in the district during that time period and there would be no adjustment to seniority.
- Unpaid leaves of absence (off-payroll) are not pensionable whereas a paid leave of absence may be pensionable (e.g. emergency military call-up) depending on the situation.

Please reach out to me with any questions, *everyone's situation is unique*.

Please reach out to Pete Brideson at [1vp@bmust.net](mailto:1vp@bmust.net) with questions. Next issue "the importance of column movement"