1			I FAVE WITHOUT DAV		
1 2	LEAVE WITHOUT PAY				
2	Employee's Debilitating or Life-Threatening Illness or Injury				
4	Employee's Debintating of Ene-Threatening finites of figury				
5	A leave of ab	sence without	pay, may be granted to employees of the school division who have a		
6	debilitating or life-threatening illness or injury and who are not eligible for Family Medical Leave				
7	as described in Policy GCBE because they have not worked for the Division for 12 months or have				
8	not worked at least 1,250 hours according to the Fair Labor Standards Act, 29 U.S.C. § 201 et seq.				
9		,			
10	Employees with debilitating or life-threatening illness during their first year of employment with				
11	the division who are entitled to leave under this policy may take non-job protected leave in				
12	accordance with regulation GCBD-R Staff Leaves and Absences Regulations.				
13					
14	Other Work During Leave				
15					
16	Employees who are on unpaid leave pursuant to this policy or any other policy, except those on				
17	leave pursuant to the Uniformed Services Employment and Reemployment Rights Act of 1994				
18	(USERRA) as outlined in Policy GCBEB, may not engage in work for which they receive pay				
19	or any other type of remuneration without the prior written approval of the Superintendent or				
20	Superintendent's designee.				
21					
22	. 1 . 1	10 2000			
23	Adopted:	May 18, 2006			
24 25	Amended:	December 3, 2015			
25	Amended:	mended: February 20, 2020			
26 27					
27	Legal Refs.:	29 C.F.R 825.216.			
20 29	Legal Reis	5 27 C.1. K 023.210.			
30		Code of Virginia, 1950, as amended, §§ 22.1-78, 22.1-296.			
31		Code of virginia, 1750, as antended, 88 22.1-76, 22.1-270.			
32	Cross Refs.:	GCBD	Staff Leaves and Absences		
33		GCBE	Family and Medical Leave		
34		GCBEB	Military Leave and Benefits		
35		GCQA	Nonschool Employment by Staff Members		

File: GCBEA

1	LEAVE WITHOUT PAY				
2 3	Employee's Debilitating or Life-Threatening Illness or Injury				
3 4	Employee's Debintating of Life-Threatening finness of figury				
5	A leave of absence, without pay, may be granted to employees of the school division who have a				
6	debilitating or life-threatening illness or injury and who are not eligible for Family Medical Leave				
7	as described in Policy GCBE because they have not worked for the Division for 12 months or have				
8	not worked at least 1,250 hours according to the Fair Labor Standards Act, 29 U.S.C. § 201 et seq.				
9					
10	Employees with debilitating or life-threatening illness during their first year of employment with				
11	the division who are entitled to leave under this policy may take non-job protected leave in				
12	accordance with regulation GCBD-R Staff Leaves and Absences Regulations. Employees must submit medical documentation of their need for leave. Whenever possible,	Commented [1]: Per 22.1-296			
13					
14	documentation must be provided prior to leave being taken.				
15	APrior approval of the Superintendent or designee must be obtained prior to leave being taken.	Commented [2]: This part belongs in the regs			
16 17	<u>APrior approval prime supermicident or designed must be obtained prior to reave being taken.</u>	Commented [3]: This is not in the model policy			
18	All rights under this policy expire at the end of the employee's first year of service				
19	Other Work During Leave				
20	other () of a D aning Dow ()				
21	Employees who are on unpaid leave pursuant to this policy or any other policy, except those on				
22	leave pursuant to the Uniformed Services Employment and Reemployment Rights Act of 1994				
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33 34	Legal Refs.: <u>29 C.F.R 825.216.</u>				
34 35	Code of Virginia, 1950, as amended, §§ 22.1-78, 22.1-296.				
36	Code of Virginia, 1950, as antended, §§ 22.1-78, 22.1-290.				
37	Cross Refs.: GCBD Staff Leaves and Absences				
38	GCBE Family and Medical Leave				
39	GCBEB Military Leave and Benefits				
40	GCQA Nonschool Employment by Staff Members				
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ALEXANDRIA CITY PUBLIC SCHOOLS