

Lakeland Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Personal and Professional Leave	Descriptor Code: 5.303	Issued Date: 04/14/14
		Rescinds:	Issued:

1 Personal and professional leave shall be granted in accordance with the laws of the State of Tennessee
2 and the rules and regulations of the State Board of Education.

3 Certified employees shall be advanced personal leave ~~at the rate of one day for each half year employed~~
4 for a total of two (2) days per year. Any personal and professional leave remaining unused at the end of a
5 year shall be credited to sick leave with a maximum of two days. Certified employees who have obtained at
6 least 19 years of service credit will receive an additional third personal day. This third day cannot be credited
7 to sick leave if unused at the end of the year.¹

8 If, at the termination of services, any employee has been absent for more days than leave has been
9 earned, an amount sufficient to cover the excess days used shall be deducted from the employee's final
10 salary payment.

11 Subject to the following conditions, personal leave may be taken at the discretion of the employee:

- 12 1. Except in emergency, each employee shall give the principal at least one day's notice in writing
13 of intent to take leave;
- 14 2. The approval of the principal of the school shall be required:²
 - 15 a. If more than ten percent (10%) of the teachers in any given school request its use on the
16 same day;
 - 17 b. If requested during any prior established student examination period;
 - 18 c. If requested on the day immediately preceding or following a holiday or vacation
19 period;
 - 20 d. If personal leave is requested for days scheduled for professional development or in-
21 service training, according to a school calendar adopted by the local board of education
22 prior to the commencement of the school year; or
 - 23 e. If personal leave is requested for days scheduled for parent-teacher conferences,
24 according to a school calendar adopted by the local board of education prior to the
25 commencement of the school year.

26 Professional leave is a short, temporary absence for the purpose of attending workshops and other
27 meetings relating to school business or serving on boards and commissions which meet during daytime
28 hours when appointed by a mayor, city council, county executive or county commission.³

29 Requests shall be submitted to the principal at least five (5) days prior to requested leave of absence.

Legal References

1. TCA 49-5-711; TRR/MS 0520-01-02-.04(3)
2. TCA 49-5-711 (c)(1)
3. TCA 49-5-205