

Dr. Marta Pérez, Member

**SUBJECT: DIRECT SUPERINTENDENT TO REVIEW SCHOOL BOARD RULES AND LABOR CONTRACT PROVISIONS REGARDING EXTENDED PROFESSIONAL LEAVE WITHOUT PAY TO PROVIDE SPECIFIC GUIDELINES FOR GRANTING AND DENYING PROFESSIONAL LEAVE, AND CONSIDER DENYING EXTENDED PROFESSIONAL LEAVE TO EMPLOYEES WHO REQUEST SAID LEAVE WHILE BEING EMPLOYED WITH OUTSIDE ENTITIES THAT ARE DOING BUSINESS WITH THE SCHOOL BOARD**

Revised

Board Rule 6Gx13-4E-1.09, states that employees on extended professional leave without pay may engage "in activities for which no college credit is granted provided it is determined by the Superintendent of Schools or designee that these activities will enhance the employee's professional competence." However, this rule does not provide specific guidelines forming the basis for granting or denying this type of leave.

As the rule is currently written, employees appear to have the right to request leave for the sole purpose of entering into a business venture or being employed with a firm that is doing business with the school district. While this may benefit the employee, it may not be in the best interest of the school district. Some examples of this may include employees who gain experience through their district job on site acquisition, bidding process, procurement, and so forth, and are then employed by companies doing business with the district while on approved extended professional leave with the district.

Revised

Moreover, in certain instances, employees who are on professional leave, and who have secured employment with private entities that we engaged in business transactions with the School Board, may create situations that may adversely impact the district's interests.

Deleted

This Board Member believes that the district would benefit from a clarification and revision of all Board rules and labor contract provisions regarding extended professional leave without pay to include guidelines, which would set forth guidance for granting or denying leave when an employee is obtaining leave for this type of purpose.

Revised

**ACTION PROPOSED BY  
DR. MARTA PEREZ:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent to review School Board Rules and labor contract provisions regarding extended professional leave without pay, and provide recommendations for amending same in order to establish clear guidelines for the granting or denial of extended professional to employees who will be employed with firms doing business with the school district.

Revised