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DEVELOPMENT OF A RECOMMENDED COMPREHENSIVE SET
OF LEAVE POLICIES AND REGULATIONS FOR THE
PROFESSIONAL EMPLOYEES OF THE OMAHA PUBLIC
SCHOOLS.

The University of Nebraska - Lincoln, Ed.D.,
1974
Education, administration

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DEVELOPMENT OF A RECOMMENDED COMPREHENSIVE SET OF LEAVE
POLICIES AND REGULATIONS FOR THE PROFESSIONAL EMPLOYEES
OF THE OMAHA PUBLIC SCHOOLS

by

Duane E. Haith

A DISSERTATION

Presented to the Faculty of
The Graduate College in the University of Nebraska
In Partial Fulfillment of Requirements
For the Degree of Doctor of Education
Department of Educational Administration

Under the Supervision of Professor Dale K. Hayes

Lincoln, Nebraska

May, 1974

TITLE

DEVELOPMENT OF A RECOMMENDED COMPREHENSIVE SET OF LEAVE
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OF THE OMAHA PUBLIC SCHOOLS

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ACKNOWLEDGEMENTS

A special tribute should be accorded to the Board of Education members of the School District of Omaha who have made this project possible through their approval of my sabbatical leave.

The outstanding cooperation of the personnel administrators in the Fifty Big City School Districts and the building representatives of the Omaha Education Association was deeply appreciated.

Dr. Dale K. Hayes, supervisor of the study, has been readily available to offer encouragement and direction. His assistance has been invaluable.

Gratitude is expressed to Dr. Alan T. Seagren, co-adviser, who guided me through the doctoral program. To Dr. Rex Reckewey and Dr. Doris O'Donnell, the other members of my committee, I would also like to express my sincere appreciation.

Lastly, and above all, I appreciate the continued encouragement, support, and love of my wife, Joan, and the affection of our children, Greg and Marc.

TABLE OF CONTENTS

	Page
ACKNOWLEDGEMENT	ii
LIST OF TABLES	xiv
 Chapter	
1. INTRODUCTION AND EXPLANATION OF THE PROBLEM	1
STATEMENT OF THE PROBLEM	2
Definition of Terms	2
Justification for the Study	5
Assumptions	6
Delimitations and Limitations	7
PROCEDURES	8
ORGANIZATION OF THE STUDY	9
2. REVIEW OF RELATED LITERATURE	11
RATIONALE FOR LEAVE POLICIES AND REGULATIONS	12
THE POLICY AND REGULATION STATEMENTS	15
PERSONAL ILLNESS, INJURY, AND QUARANTINE LEAVE	17
Reports of Research and Opinions of Authorities	17
History	18
Number of days allowed	20
Further developments	22
Abuse	24
Legal Considerations	25
Recent Negotiated Agreements	27

Chapter	iv Page
Related Government, Business, and Industry Information	28
Summary	33
BEREAVEMENT LEAVE	34
Reports of Research and Opinions of Authorities . . .	34
Recent Negotiated Agreements	37
Related Government, Business, and Industry Information	38
Summary	39
PROFESSIONAL LEAVE (short-term)	39
Reports of Research and Opinions of Authorities . . .	40
Legal Considerations	43
Recent Negotiated Agreements	44
Summary	46
LEGAL COMMITMENT LEAVE	46
Reports of Research and Opinions of Authorities . . .	47
Recent Negotiated Agreements	49
Related Government, Business, and Industry Information	51
Summary	51
RELIGIOUS OBSERVANCE LEAVE	52
Reports of Research and Opinions of Authorities . . .	52
Legal Considerations	54
Recent Negotiated Agreements	55
Summary	55
PERSONAL AND/OR EMERGENCY LEAVE	56
Reports of Research and Opinions of Authorities . . .	56
Legal Considerations	59

Chapter	Page
Recent Negotiated Agreements	59
Related Government, Business, and Industry Information	60
Summary	62
SABBATICAL LEAVE	62
Reports of Research and Opinions of Authorities . . .	63
History	64
Provisions	65
Legal Considerations	70
Recent Negotiated Agreements	71
Related Government, Business, and Industry Information	72
Summary	75
PROFESSIONAL LEAVE (long-term)	77
Reports of Research and Opinions of Authorities . . .	77
Legal Considerations	80
Related Government, Business, and Industry Information	81
Summary	82
MATERNITY LEAVE	83
Reports of Research and Opinions of Authorities . . .	83
Legal Considerations	84
Summary	86
MILITARY LEAVE	87
Reports of Research and Opinions of Authorities . . .	87
Related Government, Business, and Industry Information	89
Summary	90

Chapter	Page
HEALTH AND HARDSHIP LEAVE	91
Reports of Research and Opinions of Authorities . . .	91
Related Government, Business, and Industry Information	93
Summary	93
POLITICAL LEAVE	93
3. SURVEY OF LEAVE POLICY AND REGULATION PROVISIONS IN THE FIFTY BIG CITY SCHOOL DISTRICTS OF THE UNITED STATES	95
PROCEDURES	95
Validation of the Instrument	95
Telephoning	97
PRESENTATION OF THE DATA RELATING TO EACH QUESTION ON THE INSTRUMENT USED IN THE SURVEY	97
Personal Illness and Injury Leave	98
Amount of personal illness and injury leave granted	98
Additional personal illness and injury leave for eleven-and twelve-month employees	98
Accumulation of personal illness and injury leave .	100
Time yearly allotment of personal illness and injury leave becomes available	100
Ability to draw previously accumulated personal illness and injury leave before reporting in a new contract year	102
Verification of absences due to personal illness and injury	102
Provisions for the advancement of personal illness and injury leave	105
Allowance of personal illness leave to be transferrable from another district within the state	105

Chapter	vii
	Page
Allowance of personal illness leave to be transferrable from another district outside the state	108
Personal illness and injury leave policy and regulation changes being considered	108
Bereavement Leave	108
Amount of paid time granted for bereavement leave in the immediate family	109
Amount of paid time granted for bereavement leave for relatives outside the immediate family	109
Amount of additional time granted with pay to bereaved for travel	109
Provisions for paid funeral leave for death of a close friend	113
Bereavement leave policy and regulation changes being considered	114
Professional Leave (short-term)	114
Paid leave for short-term professional activities	114
Financial reimbursement provided for expenses incurred in conjunction with professional leave	114
Reports following attendance at professional meetings, conferences, conventions, and school visitations	116
Person or group to whom report is submitted after a professional leave	116
Professional leave policy and regulation changes being considered	118
Legal Commitment Leave	118
Paid jury duty leave	118
Exemption for jury duty	118
Paid court participation leave	119
Legal commitment leave policy and regulation changes being considered	120

Chapter	viii Page
Religious Observance Leave	124
Religious observance leave	124
Amount of paid leave for religious observance . . .	124
Provisions requiring religious observance leave to be taken on specified days	127
Religious observance leave policy and regulation changes being considered	127
Personal and/or Emergency Leave	127
Amount of paid time granted for personal and/or emergency leave for specified reasons	128
Amount of paid time granted for personal and/or emergency leave for unspecified reasons	128
Personal and/or emergency leave policy and regulation changes being considered	131
Sabbatical Leave	131
Paid sabbatical leave	131
Length of employment required to be eligible for a sabbatical leave	134
Salary practice while on a sabbatical leave	134
Maximum length of a sabbatical leave	137
Number permitted on sabbaticals	137
Selection method for sabbaticals	137
Post-sabbatical requirements	137
Repayment provisions for failure to meet post-sabbatical requirements	141
Sabbatical leave policy and regulation changes being considered	141
Professional Leave (long-term)	142
Professional leaves	142
Amount of experience required to make application for a professional leave	146

Chapter	Page
Maximum length of a professional leave	146
Retention of tenure rights after a professional leave	146
District payment of insurance premiums while on a professional leave	149
Position placement after a professional leave . . .	150
Professional leave policy and regulation changes being considered	150
Maternity Leave	151
Child adoption leave	151
Allowance of personal illness leave during a childbearing leave	151
Maximum number of personal illness days that can be used during a childbearing leave	152
Maximum length of a child care leave	154
Position placement after a child care leave	155
Maternity leave policy and regulation changes being considered	155
Military Leave	155
Maximum length of military reserve duty leave . . .	155
Salary practices while on military reserve duty leave	156
Military leave policy and regulation changes being considered	157
Health and Hardship Leave	157
Health restoration leave and eligibility requirements	157
Hardship leave and eligibility requirements	159
Maximum length of a hardship leave	161
Position placement after a health or hardship leave	161

Chapter	Page
Health and hardship leave policy and regulation changes being considered	162
Political Leave	162
Political office	162
Position placement after a political leave	163
Political leave policy and regulation changes being considered	163
Additional Information	164
Additional leaves not covered by the questionnaire	164
Systematic procedures for policy and regulation revision	164
Summary	165
4. EXAMINATION OF RELATED LEAVE POLICY AND REGULATION PROVISIONS IN LOCAL BUSINESS AND INDUSTRY	168
PROCEDURES	168
PRESENTATION OF DATA RELATING TO SELECTED LEAVE PROVISIONS	169
Personal Illness and Injury Leave	169
Bereavement Leave	171
Jury Duty Leave	173
Leaves of Absence	173
Summary	174
5. OPINIONS OF BUILDING REPRESENTATIVES OF THE OMAHA EDUCATION ASSOCIATION TOWARD A CONCEPTUALIZED SET OF LEAVE POLICIES AND REGULATIONS	176
PROCEDURES	176
PRESENTATION OF THE DATA RELATING TO OPINIONS OF BUILDING REPRESENTATIVES OF THE OMAHA EDUCATION ASSOCIATION	177
Personal Illness, Injury, and Quarantine Leave . . .	178

	xi
Chapter	Page
Bereavement Leave	180
Professional Leave (short-term)	181
Legal Commitment Leave	182
Religious Observance Leave	183
Personal and/or Emergency Leave	184
Sabbatical Leave	186
Professional Leave (long-term)	187
Maternity Leave	188
Military Leave	190
Health and Hardship Leave	191
Political Leave	192
Summary	193
6. COMPREHENSIVE SET OF LEAVE POLICIES AND REGULATIONS . . .	194
Personal Illness, Injury, and Quarantine Leave . . .	195
Bereavement Leave	198
Professional Leave (short-term)	201
Legal Commitment Leave	204
Religious Observance Leave	206
Personal and/or Emergency Leave	208
Sabbatical Leave	211
Professional Leave (long-term)	216
Maternity Leave	220
Military Leave	224
Health and Hardship Leave	227
Political Leave	230

Chapter	Page
7. SUMMARY, SUMMARY OF FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS	233
SUMMARY	233
The Problem	234
Procedures	234
SUMMARY OF FINDINGS	236
Fifty Big City School Districts of the United States	236
Personal illness and injury leave	236
Bereavement leave	237
Professional leave (short-term)	238
Legal commitment leave	238
Religious observance leave	239
Personal and/or emergency leave	239
Sabbatical leave	240
Professional leave (long-term)	241
Maternity leave	241
Military leave	242
Health and hardship leave	242
Political leave	243
Additional information	243
Local Business and Industry	243
Personal illness and injury leave	244
Bereavement leave	244
Jury duty leave	244
Leaves of absence	244
Opinions of Building Representatives	245

	xiii
Chapter	Page
CONCLUSIONS	245
RECOMMENDATIONS	246
BIBLIOGRAPHY	248
APPENDIXES	253
A. Fifty Big City School Districts	254
B. Jury Members	257
C. Questionnaire	259
D. Initial Intercommunication to Building Representatives . .	269
E. Covering Intercommunication with Conceptualized Leave Statements	271
F. Conceptualized Set	273
G. Initial Letter to Jury Members	311
H. Covering Letter with Questionnaire	313
I. Letter of Appreciation to Jury Members	315
J. Letter of Appreciation to Personnel Administrators	317
K. Letter of Appreciation to Building Representatives	319
L. Endorsement from Omaha Education Association	321
M. Permission to Conduct Research in Omaha Public Schools . .	323

LIST OF TABLES

Table	Page
1. Days of Personal Illness Leave Granted in 63 School Districts Located in 31 States, 1971-76	29
2. Maximum Number of Accumulative Days Allowed for Personal Illness in 60 School Districts Located in 31 States, 1971-76	30
3. Time in Which the Yearly Allotment of Personal Illness Leave Becomes Available for a Beginning Employee in 30 School Districts Located in 20 States, 1971-76 . . .	31
4. Days of Bereavement Leave Granted in 46 School Districts Located in 25 States, 1971-76	38
5. Professional Leave Granted in 43 School Districts Located in 26 States, 1971-76	45
6. Jury Duty Leave and Court Summons Leave Granted in 35 School Districts Located in 22 States, 1971-76	50
7. Personal and/or Emergency Leave Granted in 53 School Districts Located in 28 States, 1971-76	61
8. Length of Employment in a School District to Be Eligible for a Sabbatical Leave in 43 School Districts Located in 25 States, 1971-76	73
9. Length of the Sabbatical Leave in 43 School Districts Located in 25 States, 1971-76	73
10. Amount of Remuneration for a Sabbatical Leave in 43 School Districts Located in 25 States, 1971-76	74
11. Amount of Paid Time Granted for Personal Illness and Injury Leave	99
12. Additional Paid Personal Illness and Injury Leave Granted for Eleven-and Twelve-Month Employees	100
13. Maximum Amount of Accumulation for Personal Illness and Injury Leave	101
14. Time in Which the Yearly Allotment of Personal Illness and Injury Leave Becomes Available	102

Table

Page

15. Number of Districts That Allow Personal Illness and Injury Leave to Be Drawn from Previous Years' Accumulation if Unable to Report on First Duty Day	103
16. Required Verification of Personal Illness and Injury Leave	104
17. Provisions Made for the Advancement of Personal Illness and Injury Leave after Accumulation Is Exhausted	106
18. Number of Personal Illness and Injury Leave Days Transferrable from Another District within the State	107
19. Number of Personal Illness and Injury Leave Days Transferrable from Another District outside the State	108
20. Amount of Paid Time Granted for Bereavement Leave in the Immediate Family	110
21. Amount of Paid Time Granted for Bereavement Leave for Relatives outside the Immediate Family	111
22. Additional Time Granted with Pay to Bereaved for Travel	112
23. Number of Districts Providing Paid Funeral Leave for Death of a Close Friend	113
24. Number of Districts Providing Paid Short-Term Professional Leave to Attend Meetings, Conferences, and Conventions	115
25. Number of Districts Providing Paid Short-Term Professional Leave for Professional Organization Work	115
26. Number of Districts Providing Paid Short-Term Professional Leave for School Visitation Purposes	116
27. Number of Districts Requiring Reports after Participation in Professional Meetings, Conferences, Conventions, and School Visitations	117
28. Person or Group to Whom Reports Are Submitted Following Attendance at Professional Meetings, Conferences, and Conventions, and School Visitations	117

Table

Page

29. Number of Districts Providing Paid Jury Duty Leave	118
30. Exemption from Jury Duty Practices	119
31. Number of Districts Providing Paid Court Participation Leave If the Professional Employee Is a Defendant . . .	121
32. Number of Districts Providing Paid Court Participation Leave If the Professional Employee Is a Plaintiff . . .	122
33. Number of Districts Providing Paid Court Participation Leave If the Professional Employee Is a Voluntary Witness	123
34. Number of Districts Providing Religious Observance Leave	124
35. Number of Districts Providing Paid Religious Observance Leave	125
36. Amount of Time Granted for Religious Observance Leave . .	126
37. Number of Districts That Specify Religious Observance Leave Be Taken on Days That Are Designated As Religious Holy Days	127
38. Number of Districts Providing Paid Personal and/or Emergency Leave for Specified Reasons	128
39. Amount of Paid Time Granted for Personal and/or Emergency Leave for Specified Reasons	129
40. Number of Districts Providing Paid Personal and/or Emergency Leave for Unspecified Reasons	130
41. Amount of Paid Time Granted for Personal and/or Emergency Leave for Unspecified Reasons	130
42. Number of Districts Providing a Paid Sabbatical Leave . .	132
43. Number of Districts Providing a Sabbatical Leave for Study	132
44. Number of Districts Providing a Sabbatical Leave for Research in Conjunction with Study	133
45. Number of Districts Providing a Sabbatical Leave for Travel in Conjunction with Study	133
46. Number of Districts Providing a Sabbatical Leave for Health Restoration	134

Table	xvii
	Page
47. Length of Employment in the District to Be Eligible for a Sabbatical Leave	135
48. Salary Provisions While on a Sabbatical Leave	136
49. Maximum Length of a Sabbatical Leave	137
50. Number of Professional Employees Permitted on a Sabbatical Leave at One Time	138
51. Selection Method Used When the Number of Applications Exceeds the Available Number of Sabbaticals	139
52. Length of Service Required Following the Conclusion of a Sabbatical Leave	140
53. Number of Districts Providing a Repayment Provision for a Professional Employee Who Fails to Meet the Post-Sabbatical Requirement	141
54. Number of Districts Providing a Long-Term Professional Leave for Study	143
55. Number of Districts Providing a Long-Term Professional Leave for Research in Conjunction with Study	143
56. Number of Districts Providing a Long-Term Professional Leave for Travel in Conjunction with Study	144
57. Number of Districts Providing a Long-Term Professional Leave for Peace Corps Work	144
58. Number of Districts Providing a Long-Term Professional Leave for Exchange Teaching	145
59. Number of Districts Providing a Long-Term Professional Leave for Professional Organization Work	145
60. Number of Districts Providing a Long-Term Professional Leave for Work Experience	146
61. Amount of Experience Required in District to Make Application for a Long-Term Unpaid Professional Leave	147
62. Maximum Amount of Time Allowed for a Long-Term Unpaid Professional Leave	148
63. Retention of Tenure Rights after a Long-Term Unpaid Professional Leave	149

Table	Page
64. Payment of Insurance Premiums While on a Professional Leave	149
65. Position Placement upon Return from a Long-Term Unpaid Professional Leave	150
66. Number of Districts Providing for Child Adoption Leave .	151
67. Number of Districts Allowing Accumulated Personal Illness Leave Days to Be Used during a Childbearing Leave	152
68. Maximum Number of Personal Illness Leave Days That Can Be Used during a Childbearing Leave	153
69. Maximum Amount of Time Allowed for a Child Care Leave . .	154
70. Position Placement upon Return from a Child Care Leave .	155
71. Maximum Amount of Time Allowed for Military Reserve Duty Leave	156
72. Pay Provisions While on a Military Reserve Duty Leave . .	157
73. Number of Districts Providing for a Long-Term Unpaid Health Restoration Leave	158
74. Amount of Experience Required in District to Make Application for a Long-Term Unpaid Health Restoration Leave	158
75. Number of Districts Providing for a Long-Term Unpaid Personal or Family Hardship Leave	159
76. Amount of Experience Required in District to Make Application for a Long-Term Unpaid Hardship Leave	160
77. Maximum Amount of Time Allowed for a Long-Term Unpaid Hardship Leave	161
78. Position Placement upon Return from a Long-Term Unpaid Health or Hardship Leave	162
79. Number of Districts Providing for a Long-Term Unpaid Leave for Serving in an Elected or Appointed Political Office	163
80. Position Placement upon Return from a Long-Term Unpaid Political Leave	163

	xix
Table	Page
81. Personal Illness and Injury Leave Provisions in Eight Businesses and Industries in Omaha, Nebraska	170
82. Bereavement Leave Provisions in Eight Businesses and Industries in Omaha, Nebraska	172
83. Leaves of Absence Provisions in Eight Businesses and Industries in Omaha, Nebraska	174
84. Opinions toward Personal Illness, Injury, and Quarantine Leave Policy and Regulations	179
85. Opinions toward Bereavement Leave Policy and Regulations	180
86. Opinions toward Short-Term Professional Leave Policy and Regulations	181
87. Opinions toward Legal Commitment Leave Policy and Regulations	183
88. Opinions toward Religious Observance Leave Policy and Regulations	184
89. Opinions toward Personal and/or Emergency Leave Policy and Regulations	185
90. Opinions toward Sabbatical Leave Policy and Regulations .	186
91. Opinions toward Professional Leave Policy and Regulations	188
92. Opinions toward Maternity Leave Policy and Regulations .	189
93. Opinions toward Military Leave Policy and Regulations . .	190
94. Opinions toward Health and Hardship Leave Policy and Regulations	191
95. Opinions toward Political Leave Policy and Regulations .	192

Chapter 1

INTRODUCTION AND EXPLANATION OF THE PROBLEM

At times it is justifiable, even imperative, that professional employees be absent from regular duties. This fact was emphasized in the NEA Research Bulletin which pointed out that leave policies and regulations, duly activated by a board of education, can assure professional employees increased security, health, peace of mind, or professional advancement.¹

Policies and regulations for leaves permit the employee to be absent from duty without jeopardizing either the security of the job or the income associated with employment. According to one authority, James A. van Zwoll, the provisions for approved leaves can have particular significance for the school system inasmuch as employees work so closely with children that the stresses occasioned in the absence of a leave policy would too often be reflected in the teaching-learning situation. In the instance of illness, the harm to the instructional process could be added to by the exposure of children to the illness of the school employee.² Leaves can also provide a means through which employees are placed in positions of decreased stress and given the incentive of resulting job satisfaction with heightened achievement when on the job.

¹"Leaves of Absence for Teachers," NEA Research Bulletin, October, 1966, p. 72.

²James A. van Zwoll, School Personnel Administration (New York: Appleton-Century-Crofts, 1964), p. 165.

The welfare of professional employees is generally recognized today as having a direct bearing on the quality of instruction. Similarly, policies and regulations of leaves are widely accepted by school districts as tools of good management. Thus, one of the primary responsibilities of school districts is the development and maintenance of good personnel policies and regulations of leaves for professional employees.

STATEMENT OF THE PROBLEM

The purpose of this study was to develop a recommended comprehensive set of leave policies and regulations for the professional employees of the Omaha Public Schools. The specific problems of this study were to answer the following questions:

1. What is the theory of leaves as revealed by reviewing personnel texts, publications of educational organizations, periodicals, and school district policy and regulation manuals?
2. What are the current leave policy and regulation provisions for the professional employees in the Fifty Big City School Districts of the United States?
3. What are the related leave policies and regulations of local business and industry?
4. What are the opinions of the building representatives of the Omaha Education Association toward a conceptualized set of leave policies and regulations for the professional employees of the Omaha Public Schools?

Definition of Terms

In order to avoid confusion and misunderstanding, the following definitions of terms are used in this study:

Professional employee. An employee designated as a full-time teacher, counselor, principal, or central office administrator. Professional employee is synonymous with certificated employee.