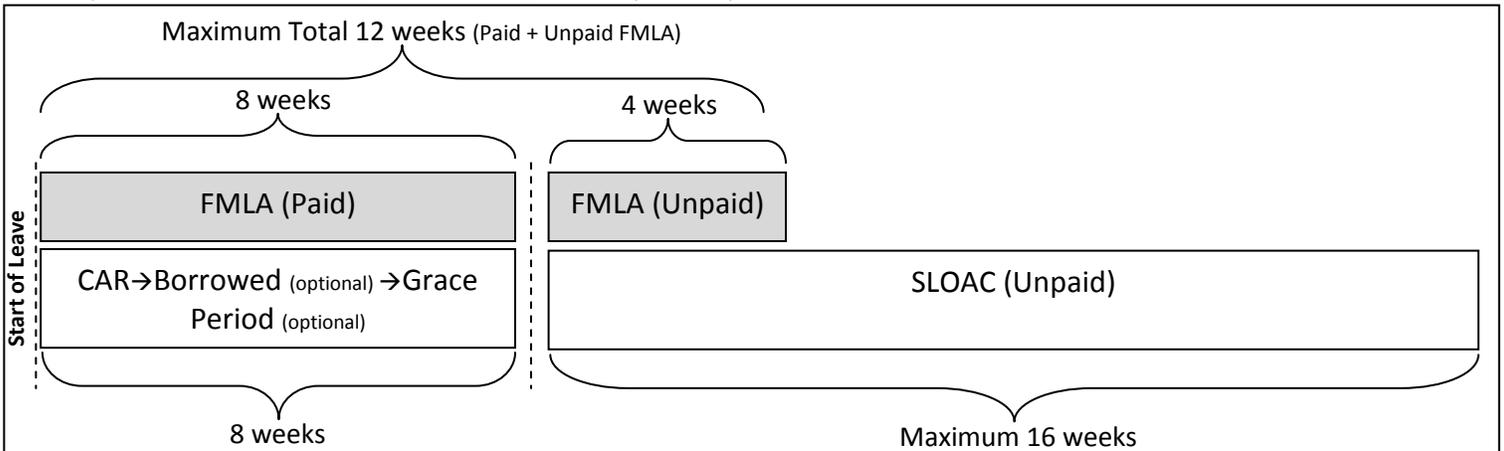


**Grace Period**

- General definition of a grace period:  
A grace period is a leave of absence without pay for regularly appointed UFT pedagogical employees (teacher-line) or 10-month CSA assistant principals. Grace period is optional.
- Reasons for taking a grace period:  
Employees take grace period in order to maintain benefits and remain on payroll during restoration of health (personal illness) leave and/or maternity leave. Grace period allows teacher-line employee to remain on payroll at a prorated rate in lieu of their regular salary. The prorated payment is equivalent to pay for only weekends and holidays.
- Duration of a grace period:  
One calendar month (30 days) or less. Employee is allowed one grace period per school year. A grace period cannot be taken after summer vacation, a leave of absence without pay, or prior to retirement.
- Eligibility for a grace period:  
Must be a regularly appointed UFT pedagogical employee (teacher/teacher-line employee) or a 10-month CSA assistant principal who has exhausted ALL CAR days before the start of a medical leave of absence without pay.
- After grace period, the employee must either:
  - + Return to work
  - + Separate from service
  - + Go on leave without pay
- Examples of leave cases:

- Example 1: Restoration of Health (Personal Illness) / Maternity Disability:



- Example 2: Maternity Child Care Leave:

