

**BEGINNING WITH THE 1995-96 SCHOOL YEAR,
NO SABBATICAL LEAVES WILL BE GRANTED**

Sabbatical Leave

Sabbatical Leave will be for the purpose of improving instruction in the District and will involve activities related to individual professional growth and renewal, services to the school or District, or scholarly activity. It will be granted for one year or for such portion of a year as approved by the Board.

1.
 - A. Sabbatical Leave may be granted to a teacher who will have completed a minimum of six years of satisfactory and uninterrupted service at the time such Sabbatical Leave would begin. A leave of absence approved by the Board will not be considered to be an interruption of service.
 - B. To qualify for a year's service, the teacher must have taught 90 or more days for a total of four or more hours each day on a continuous assignment in a given school year. The "regular salary" will be equal to the percentage of a full-time position which the person held the year prior to the sabbatical leave.
 - C. Upon return from Sabbatical Leave, staff members will be required to work for the District for a minimum of one full school year for the minimum number of workdays as identified in Policy 4116.
 - D. A person will not be eligible for subsequent Sabbatical Leave until the minimum eligibility requirements have been completed upon return from an approved Sabbatical Leave.
2.
 - A. After six years of uninterrupted service to the District, compensation will be fifty percent of the teacher's regular salary (Ref. 1.B., above) for the contract year.
 - B. After eight years of uninterrupted service to the District, compensation will be eighty percent of the teacher's regular salary (Ref. 1.B., above) for the contract year.
 - C. After ten years of uninterrupted service to the District, compensation will be one hundred percent of the teacher's regular salary (Ref. 1.B., above) for the contract year.
3. The salary amount to be paid the teacher absent on Sabbatical Leave will be the salary to which the teacher would be entitled in the sabbatical year and will be paid on the usual monthly basis.
4. The teacher on Sabbatical Leave will retain teacher rights and receive regularly scheduled salary increases or reductions granted other employees.
5. Time spent on Sabbatical Leave will be counted as an active year in determining retirement eligibility and retirement benefits.

6. All requests for leave must be made on the prescribed form. Those individuals applying for Sabbatical Leave must have their requests reviewed by the Sabbatical Leave Committee and the Superintendent and then by the Board. Deadline for application for a Sabbatical Leave will be the second Monday of January of the year preceding the leave. The original application plus 14 copies must be turned in not later than 4:00 p.m. to the Office of Human Resources.
7. The Sabbatical Leave Committee is composed of six administrators, appointed by the Superintendent, and six teachers, appointed by the President of the Association. These committee members will be appropriately distributed among grade levels.
8. Candidates selected by a majority vote of the Sabbatical Leave Committee will be recommended to the Superintendent of Schools for his/her approval. The Superintendent will recommend approval of the leaves to the Board at the regular March Board Meeting.
9. The number of Sabbatical Leaves each calendar year will be based on the following formula:

A one year Sabbatical Leave may be granted per 160 teaching position slots in the District or major fraction (80 plus 1). The number of teachers will be determined from the report to the Board given at the January Board Meeting.
10. Sabbatical Proposals must demonstrate a positive impact on instruction and follow the established guidelines.
11. Interruptions of Sabbatical Leave which do not permit the teacher to complete the approved program will place the teacher on an extended leave of absence to protect his/her status as to salary, teacher status, and retirement within the provisions of the Public Employees' Retirement Act.
12. The Sabbatical Leave Committee will communicate its rationale to those applicants whose applications were denied.
13. The committee may recommend alternative uses for no more than two of the total allocated sabbatical spots calculated at the average teacher salary.

(SEE MEMORANDUM OF AGREEMENT FOR SY 1995-96 AND 1996-97.)

Additional Provisions

The terms of this policy will continue in full force and effect unless changed through the negotiations process as set forth in Policy 4135.

If any provision of this policy is found contrary to law, then such provision will be deemed null and void, but all other provisions or applications thereof will continue in full force and effect.

Upon mutual agreement, this policy may be renegotiated in whole or in part at any time during

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the life of this policy.

Any additions, deletions, or revisions to this policy will be distributed to those affected and be in effect after ratification by the Association membership and adoption by the Board.

Neither the recognized Association nor the Board can refuse to renegotiate this policy at the next requested round of negotiations, following the timeline set forth in Policy 4135, if this policy is included in the request. If the issues are unresolved as a result of the negotiations using all relief provided in Policy 4135, the provisions will remain in effect (except as provided elsewhere in this section) through the remainder of teachers' annual contract year.

In the event of a reduction of school funds, the Board must, by law, adopt a salary schedule commensurate with its ability to fund future budgets. Therefore, in the event of any reduction, negotiations will be reactivated on economic matters related to teachers' salaries and fringe benefits and any policy concerning economic items that has been adopted will have to be modified commensurate with the funds available.

Revised: March 13, 1995

Adopted: April 10, 1995

Effective: July 1, 1995