

Tyrone Area School District

TITLE: SABBATICAL LEAVE

ADOPTED: November 12, 1996

REVISED:

	438. SABBATICAL LEAVE
1.Purpose	This policy specifies the manner in which sabbatical leaves for professional employes will be provided.
2.Authority	The Board reserves the right to specify the conditions under which sabbatical leave may be taken consistent with law.
3.Guidelines	<p><u>A. Purpose</u></p> <p>A sabbatical leave for professional employes shall be granted for the following purposes:</p> <p>study</p> <p>travel</p> <p>restoration of health.</p> <p><u>B. Eligibility</u></p> <p>The total number of professional employes on sabbatical leave at any one time shall not exceed ten percent (10%) of those eligible.</p> <p>To be eligible for consideration for sabbatical leave, an individual employe shall have rendered at least ten (10) years service to the Commonwealth, of which five (5) years shall have been consecutive in the district.</p> <p><u>C. Application</u></p> <p>An application for sabbatical leave shall be made on the approved district form to the Superintendent by the end of March of the school year prior to the school year of desired leave.</p> <p>Each application for sabbatical leave shall be approved by the Board.</p>
SC 1167	

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<p>SC 1167</p>	<p><u>D. Selection</u></p> <p>Priority in selection, if any, shall be given to length of service in district since a previous sabbatical leave, the value of the leave to the district, the soundness of the leave proposal, and other extenuating circumstances.</p>
<p>SC 1166, 1168</p>	<p><u>E. Commitment Of Employee</u></p> <p>A sabbatical leave may be taken for the period approved. Compensable employment may not be engaged in while the employe is on sabbatical leave. Acceptance of sabbatical leave incurs a commitment by the employe to return to active duty in this district immediately following said leave of absence for one full school year, unless physically or mentally unable to do so.</p> <p>Within thirty (30) days of the employe's return to active duty, s/he shall file a written report of the sabbatical leave with the Superintendent. This report shall provide evidence that the intent of the sabbatical leave plan was fulfilled.</p> <p>Should it be determined by the Board that the intent of the sabbatical leave plan was not fulfilled or was only partially fulfilled, appropriate financial penalties may be imposed.</p>
<p>SC 1168 SC 522.1</p>	<p><u>F. Commitment Of Employer</u></p> <p>At the expiration of the sabbatical leave, the employe shall, unless agreed otherwise, be reinstated in the same position held at the time of the granting of said leave of absence. Time on sabbatical leave shall be counted as time on the job for purposes of seniority where applicable in the district, for retirement fund payments, and for accumulation of sick leave and for no other purpose.</p>
<p>SC 1169</p> <p>School Code</p>	<p><u>G. Compensation</u></p> <p>During the period of sabbatical leave, an employe shall be compensated at one-half the salary to which the employe would have been entitled had s/he not taken leave and no other amount.</p> <p>While on leave, the employe shall be entitled to insurance benefits provided other professional employes of a similar class.</p>

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522.1, 1166 et seq	
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