

INSTRUCTIONAL STAFF SABBATICAL LEAVE

All instructional staff shall be eligible for one (1) year study leave within their general preparation area after completing no less than five (5) years of professional service, three (3) of which must be in the Todd County School District. The Board of Education will pay a teacher 50% of the contractual salary which he/she would ordinarily receive. The following year the teacher must return to the Todd County School System and render at least two (2) consecutive years of satisfactory service.

Further considerations:

1. Only two (2) staff members may be granted sabbatical leave during any one school year.
2. Application for sabbatical leave shall be presented to the teacher-administrator liaison committee for initial screening not later than the third (3rd) Monday in December; a recommendation is then made from the committee to the superintendent for final approval.
3. Instructional staff granted sabbatical leave shall remain on the same vertical step of the schedule during both the sabbatical leave year and the first year of teaching thereafter. Horizontal movement will be allowed as earned. All fringe benefits available to regular teachers shall also be available to teachers on sabbatical leave.
4. If the teacher fails to fulfill the contractual obligation on his/her own accord, he/she will repay the district all monies paid to or on his/her behalf for salaries, insurance, teacher retirement or social security on a pro-rated basis of one-half for each of the two (2) years he/she fails to teach.
5. District housing of a comparable size and quality will be made available to the teacher upon his/her return if they did occupy district housing at the beginning of the sabbatical leave. However, no current employee will be required to vacate housing to make housing available. The first available housing will be assigned.

CONTRACT REFS: Teachers' Master Agreement

ADOPTED: April 18, 1983
REVISED: March 14, 1994
REVIEWED: August 24, 2015