

**Policy Statement #6215 (Personnel) of the Board of Education
Regarding Sabbatical Leave for Professional Employees**

- I. Purpose
 - A. To provide professional employees the opportunity to take sabbatical leave to improve professionally while safeguarding the integrity of the classroom experience for students
- II. Definitions
 - A. Sabbatical leave – extended period of leave used specifically for the purpose of completing an approved program leading to professional improvement
 - B. Professional employees – employees who hold positions that require a Maryland State Department of Education certificate or Maryland professional license in Speech Language Pathology, Occupational Therapy, Physical Therapy or Audiology
- III. Policy Statement
 - A. The Board of Education recognizes the importance of providing professional employees with the opportunity for professional growth requiring an extended period of leave. To that end, a process for requesting and granting sabbatical leave will be followed.
- IV. Delegation of Authority
 - A. The Superintendent of Schools is directed to develop administrative procedures to implement this policy in accordance with the negotiated agreements and all local policies and local, state, and federal laws and regulations and to communicate this policy and accompanying procedures to all relevant parties.
- V. Exceptions
 - A. There are no exceptions to this policy. However, the Board, by majority vote, may temporarily suspend all or part of this policy. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with the pertinent local, state and federal laws and regulations, the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education, and negotiated employee agreements.
- VI. Review
 - A. This policy will be reviewed at the end of four years, or sooner, if approved by majority vote of the Board of Education in public session.
- VII. Effective Date
 - A. This policy is effective September 10, 2020.

Citations

Personnel #6215

Originally Adopted: 3/20/86

Revised: 7/13/06; 7/9/09; 7/12/12; 8/11/16; 9/10/20

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State Law:

State Reg.:

Federal Law:

Adm. Reg.:

Neg. Agr.: Agreement between the Calvert Education Association and the Board of Education of Calvert County

Agreement between the Board of Education of Calvert County and the Calvert Association of Supervisors and Administrators

Other Citation:

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