

Wilson Area School District

Sabbatical Leave

Purpose	This policy shall establish the district's parameters for granting sabbatical leaves for restoration of health for eligible employees.
Authority SC 1166	The Board shall grant sabbatical leaves to professional employees only for the purpose of restoration of health.
SC 1171	The Board reserves the right to specify the conditions under which sabbatical leaves for restoration of health may be taken, consistent with law.
Guidelines	<u>Eligibility</u>
SC 1166 of	To be eligible for sabbatical leave, an employee shall have completed ten (10) years of satisfactory service in the public schools of the Commonwealth; at least five (5) consecutive years such service shall be in this school district.
SC 1166 for	A sabbatical leave may be taken for a half or full school term or two (2) half school terms during a period of two (2) years, at the option of the employee
SC 1167	The total number of professional employees on sabbatical leave at any one time shall not exceed ten percent (10%) of the number of eligible employees.

Application

Requests for sabbatical leave shall be submitted on the approved district form and forwarded with medical documentation to the Superintendent as soon as possible.

The Board shall review each application for sabbatical leave and shall approve those meeting the requirements of adopted policy.

Documentation

Applicants for sabbatical leave shall submit with the application form an official supporting medical statement and recommendation from his/her physician.

At both the approximate midpoint of the leave and at least thirty

extend (30) days prior to the conclusion of the leave, a physician's statement shall be submitted to the Superintendent, indicating the
to which the purpose of the leave has been achieved and evaluating the health status of the employee relative to his/her ability to return to employment.

The Board reserves the right to require at its own expense additional examinations and reports by physicians of its choice to determine the validity of the leave request.

Commitment of Employee

SC 1168 Acceptance of a sabbatical leave incurs a commitment by the employee to return to active duty in this district immediately following the sabbatical leave for one (1) full school year, unless physically or mentally unable to do so.

The Board reserves the right to require at its own expense additional examinations and reports by physicians of its choice to determine the employee's ability to return to work.

School district compensable employment may not be engaged in while the employee is on sabbatical leave. A sabbatical leave granted to a regular employee shall operate as a leave of absence without pay from all other school activities. Employees should give notice of compensable employment outside the district.

Commitment of Employer

SC 1168 At the expiration of the sabbatical leave, the employee shall, unless
time agreed otherwise, be reinstated in the same position held at the
of the granting of the leave.

SC 522.1 Time on sabbatical leave shall be counted as time on the job for
1170 purposes of seniority, where applicable in the district, and for retirement fund purposes but for no other purpose.

Compensation

SC 1169 During the period of sabbatical leave, an employee shall be compensated at one-half the salary to which s/he would have been entitled had the employee not taken leave.

benefits

While on leave, the employee shall be entitled to insurance provided other professional employees of a similar class.