



Title: **Sabbatical Leave**

Code: 438

Book: Policy Manual

Section: 400 Professional Employees

Purpose

This policy shall establish the district's parameters for granting sabbatical leaves for restoration of health for eligible employees.

Authority

The Board shall grant sabbatical leaves to professional employees only for the purpose of restoration of health.[\[1\]](#)

The Board reserves the right to specify the conditions under which sabbatical leaves for restoration of health may be taken, consistent with law.[\[2\]](#)

Guidelines

Eligibility

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 of such service shall be in this school district.[\[1\]](#)

A sabbatical leave may be taken for a half or full school term or for two (2) half school terms during a period of two (2) years, at the option of the employee.[\[1\]](#)

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.[\[3\]](#)

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 (30) days prior to the conclusion of the leave, a physician's statement shall be submitted to the Superintendent, indicating the extent 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

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.[\[4\]](#)

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.

Compensable employment may not be engaged in while the employee is on sabbatical leave.

Commitment of Employer

At the expiration of the sabbatical leave, the employee shall, unless agreed otherwise, be reinstated in the same position held at the time of the granting of the leave.[\[4\]](#)

Time on sabbatical leave shall be counted as time on the job for purposes of seniority, where applicable in the district, and for retirement fund purposes but for no other purpose.[\[7\]](#)[\[8\]](#)

Compensation

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.[\[6\]](#)

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

Adopted: **October 21, 1981**

Last Revised: **December 10, 1996**

Legal References:

- [1. 24 P.S. 1166](#)
 - [2. 24 P.S. 1171](#)
 - [3. 24 P.S. 1167](#)
 - [4. 24 P.S. 1168](#)
 - [6. 24 P.S. 1169](#)
 - [7. 24 P.S. 522.1](#)
 - [8. 24 P.S. 1170](#)
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