

SECTION: EMPLOYEES

TITLE: SABBATICAL LEAVE/HEALTH

ADOPTED: September 13, 2010

REVISED:

# PENN MANOR SCHOOL DISTRICT

338. SABBATICAL LEAVE/HEALTH	
1. Authority	<p>This policy shall establish the district's parameters for granting sabbatical leaves for restoration of health to certificated administrative and professional employees.</p>
SC 1166	<p>The Board shall grant sabbatical leaves to eligible administrative and professional employees for the purpose of restoration of health and for other purposes at the discretion of the Board.</p> <p>The Board reserves the right to specify the conditions under which sabbatical leaves for restoration of health or other purposes may be taken, consistent with law.</p>
2. Guidelines	<p><u>Eligibility</u></p>
SC 1166	<p>To qualify for sabbatical leave, an eligible 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.</p>
SC 1166	<p>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 employee's option.</p>
SC 1167	<p>The total number of administrative employees on sabbatical leave at any one time shall not exceed ten percent (10%) of the number of eligible employees. 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.</p> <p><u>Application</u></p> <p>Requests for sabbatical leave shall be submitted on the approved district form and forwarded with medical documentation to the Superintendent or designee as soon as possible.</p> <p>An application for sabbatical leave shall be submitted as soon as the employee is aware of the need for a sabbatical leave.</p>

	<p>The Board shall review each application for sabbatical leave and shall approve those meeting the requirements of Board policy and applicable law.</p> <p><u>Documentation</u></p> <p>Applicants for sabbatical leave shall submit with the application form a supporting medical statement and recommendation from his/her physician.</p>
<p>SC 1171</p>	<p>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 or designee, 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.</p>
<p>SC 1171</p>	<p>The Board reserves the right to require at its own expense additional examinations and reports by physicians of its choice to determine whether the leave is being used for the purpose for which it was granted.</p>
<p>SC 1168</p>	<p><u>Commitment Of Employee</u></p> <p>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 term, unless physically or mentally unable to do so.</p> <p>Unless prevented by illness or physical disability, an employee who fails to return to active duty for one (1) full school year shall forfeit, and shall refund to the district, all compensation and benefits to which the employee was entitled during the period of the leave.</p> <p>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.</p>
<p>SC 1168</p>	<p><u>Commitment Of Employer</u></p> <p>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.</p>
<p>SC 1170</p>	<p>Time on sabbatical leave shall be counted as time on the job for purposes of seniority, where applicable in the school district, and for retirement fund purposes, but for no other purpose.</p>

SC 1169	<p><u>Compensation</u></p> <p>During the period of sabbatical leave, an employee shall be compensated at least one-half the salary to which s/he would have been entitled had the employee not taken leave.</p> <p>While on leave, the employee shall be entitled to insurance benefits provided other employees of a similar classification.</p> <p>Compensable employment may not be engaged in that is or is reasonably perceived to interfere with the purposes for which the leave was granted.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1166, 1167, 1168, 1169, 1170, 1171</p>
---------	--