

TENTATIVE AGREEMENT

302 SABBATICAL LEAVE

The District agrees to grant at least one (1) sabbatical leave for one (1) full school term or two (2) consecutive semesters or for one (1) semester, if at least one (1) is recommended by the sabbatical leave committee and is approved by the Superintendent. The sabbatical leave committee will include the FEA President. Request for sabbatical leaves must be submitted to the District Human Resources Department by October 15 prior to the school year for which the leave is requested. All sabbatical leave recipients shall be paid by the Board one-half (½) of their regularly scheduled salary during the term of such leave.

Upon return from sabbatical leave the employee will advance on the salary schedule as if he/she had been teaching during the sabbatical year.


During the sabbatical year the employee shall receive:


1. Seniority accrual.
2. Full health benefits coverage as per Article 111.
3. The employer TRS contribution based on one-half (½) of the regularly scheduled salary.

The teacher shall retain sick leave and personal leave accumulated prior to his/her sabbatical, but shall not accrue sick leave or personal leave while on sabbatical.

In the case of sabbatical leave the teacher must return to duty no later than the start of the semester following completion of the sabbatical year and must fulfill at least one (1) year of duty thereafter or be subject to repayment of sabbatical leave funds.

Upon return from sabbatical leave the employee may be assigned to District-wide duties for one (1) semester so that the expertise acquired during his/her sabbatical year may be used as a resource.

  
Ivory McDaniel-Ilgenfritz. Date  
District Chief Spokesperson

  
Coby Haas Date  
FEA Spokesperson