

Sabbatical Leave for Restoration of Health and Leaves of Absence for Professional Development

Sabbatical leaves of absence fall into two (2) categories, which are sabbatical leave of absence for professional development and sabbatical leave of absence for restoration of health. They will be collectively referred to in this Policy and the accompanying Administrative Regulation as a “Sabbatical Leave” or “Sabbatical Leaves.”

Sabbatical Leaves are granted to professional employees solely for the purpose of restoration of health in accordance with applicable law and contracts. An employee granted a sabbatical leave for restoration of health shall not engage in any enterprise or employment inimical to the disability.

Leaves of Absence for Professional Development shall be granted to professional employees in accordance with applicable law and contracts. The Board reserves the right to establish conditions for approval of Leaves of Absence for Professional Development consistent with applicable law.

Authority

This Policy is not intended and shall not be construed to provide any separate or independent entitlement to sabbatical leaves for health or professional development leave beyond that which is currently provided by the Public School Code or that which may be provided in the future by way of amendments to the Public School Code. Further, pursuant to Section 11-1166.1 of the Public School Code of 1949, as amended, all requests for a leave of absence for professional development shall be subject to review and authorization by the Board, which shall have sole authority to adopt and enforce policy establishing the conditions for approval of such leaves.

Definitions

The following definitions apply to sabbatical leaves for professional development:

School term shall mean the period of time elapsing between the opening of the public schools in the fall of one year and the closing of the public schools in the spring of the following year.

Half school term shall mean either the period of time elapsing between the opening of the public schools in the fall of one year and completion of one-half of the school term in the winter of the following year or the period of time elapsing after the completion of the first half school term in the winter of one year until the closing of the public schools in the spring of the same year. Therefore, all professional development sabbatical leaves must coincide with the beginning of a semester.

Delegation of Responsibility

The Board directs the Superintendent or designee to promulgate Administrative Regulation implementing this Policy to ensure that employees on sabbatical leave for health or professional development leave utilize such leave properly for the purpose it was granted.

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 the Tredyffrin/Easttown School District. Subsequent to the first compensated leave under either this Policy or under any other Board Policy, one compensated leave shall be allowed after each seven full years of service. The Board of School Directors reserves the right, in its sole discretion, to waive the eligibility requirements.

Application

Requests for Sabbatical Leaves shall be submitted on the approved District forms attached to the regulation accompanying this Policy.

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