

Sabbatical Leave for Restoration of Health

Sabbatical Leaves are granted to professional employees solely for the purpose of restoration of health in accordance with applicable law and contracts.

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 Policy 4610 (Leave of Absence for Professional Development), 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 Leave for Restoration of Health shall be submitted on the approved District form attached to the regulation accompanying this Policy.

Limitations and Preferences

Except as otherwise permitted by applicable law, Sabbatical Leaves for Restoration of Health shall only be granted for one (1) school semester, a full school year, two (2) consecutive semesters, or two (2) non-consecutive semesters within two (2) calendar years.

The number of compensated leaves granted in any school year under this Policy and Policy 4610 (Leave of Absence for Professional Development) shall be limited to ten percent (10%) of the number of persons eligible and regularly employed by the school district. In the event the number of applicants exceeds ten percent (10%) of the persons eligible, in order to determine which leaves shall be granted, preference shall be given according to the years of service since any previous compensated leave and according to the order of submission of the applications.

Documentation

In order to enhance the ability of the District to make timely personnel decisions and thereby increase the District's ability to hire and retain the best teachers and teaching candidates available, the District requires 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 to be submitted to the Superintendent, indicating the extent to which the purpose of the leave has been achieved and evaluating the employee's 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 ability of the employee to return to employment.

An employee granted a sabbatical leave for restoration of health shall not engage in any enterprise or employment inimical to the disability.

Adopted: October 13, 1969
Revised: February 11, 1980
Revised: March 10, 1980
Revised: October 13, 1980
Revised: October 26, 1981
Revised: May 23, 1994
Revised: April 26, 1999
Reviewed: January 24, 2000
Revised: September 24, 2007