



Title: **Instructional Staff Sabbatical Leave**

Code: GCCAF

Section: Section G: Personnel Policies

This policy is suspended effective December 31, 2010, until further notice due to budget considerations.

Sabbatical leave may be granted a teacher who has completed six years of satisfactory and uninterrupted service in Academy District 20 at the time of application for leave. A sabbatical leave is an opportunity for a teacher to impact education through activities and results related to individual professional growth, service to the school or the district, or scholarly activity, serving the goal of improving instruction in the district. Sabbatical leaves shall involve activities directly relating to the professional development of the teacher in his or her present assignment or directed toward an area identified by the district as eligible for such leave. It shall be granted for one year or for such portion of a year as may be recommended by the sabbatical leave committee to the superintendent; and, upon the favorable recommendation of the superintendent, approved by the board of education.

Compensation during the sabbatical leave shall be fifty percent of the teacher's regular salary for the contract year during which the leave is taken. The salary amount to be paid the employee absent on sabbatical leave shall be paid on the usual monthly basis. Sabbatical leave recipients shall only receive financial compensation from other sources directly connected to the sabbatical leave, such as grant monies, teaching assistantships. Sabbatical leave recipients shall not work full-time in another job during the leave.

The employee on sabbatical leave shall retain teacher rights and receive regularly scheduled salary increases or reductions granted other employees. Time spent on sabbatical leave shall be counted as active years in determining retirement eligibility and retirement benefits.

All requests for leave must be made on the prescribed form. Those individuals applying for sabbatical leave must have their requests reviewed by the sabbatical leave committee and the superintendent, and then by the board of education.

The sabbatical leave Committee will be comprised of three teachers, three building administrators, and one central office administrator who shall also serve as chairperson of the committee. The Superintendent shall appoint the committee members.

Sabbatical proposals must demonstrate a positive impact on instruction and follow the established guidelines. The number of sabbatical leaves will be determined by the superintendent and approved by the board of education and publicized each fall for the subsequent school year.

If an employee fails to complete two years of employment in the district upon completion of a sabbatical leave, the employee will be required to repay to the district all of the funds spent by the district in support of the leave unless specifically waived by the board of education.

Regulations for implementing this policy will be developed by the superintendent and approved by the board of education.

Adopted: September 18, 1980

Revised: December 19, 1991

June 15, 1995

March 21, 2002

June 30, 2008

March 31, 2010

January 10, 2011

Legal Refs:

C.R.S. § 22-32-110(1)(k)

Cross References:

EL 2.0 Global Executive Constraint

EL 2.3 Treatment of Staff

EL 2.7 Employment, Compensation and Benefits

Retired Dates: **June 30, 2017**
