

SABBATICAL LEAVE

A management employee who has rendered satisfactory service in the district for at least seven consecutive years may be granted a sabbatical leave. This leave shall be used for the following purposes: study, research, observation, and/or travel in connection with an approved study project.

A management employee granted a sabbatical leave will provide at least two years of service to the district following the sabbatical.

The Governing Board will consider granting sabbatical leaves to or more than one person on the management team each year, and funds shall be allocated for implementation of this procedure.

The Board, at its discretion, may require the management employee to furnish at personal expense, a surety bond of a corporate surety authorized to do business in California. The form of this bond must be approved by the Superintendent or designee and the amount of the bond must be equal to the total compensation to be paid to the applicant during the time the sabbatical leave is in effect. The bond must indemnify the school district against failure of the applicant to provide at least two years of service to the district following the completion of the sabbatical term.

The bond may be waived, at the discretion of the Board, should the management employee granted sabbatical leave desire compensation in two equal installments payable on the first day of June of the first two years of service rendered in the school district following return from said leave.

If the Board finds and by resolution declares that the interests of the district will be protected by the written agreement of the employee to return to the service of the district and render at least two years' service therein following return from the leave, the Board in its discretion may waive the furnishing of the bond and pay the employee on leave in the same manner as though a bond is furnished. Should the employee not substantially fulfill the terms of the written sabbatical leave agreement the Board may require the employee to return all or part of the sabbatical leave payments or may collect the money from the employee's retirement fund. Death, disability, or serious illness nullifies the necessity of the management employee to fulfill the aforesaid obligation and no penalty shall be exacted of the employee, the employee's heirs, or the surety.

Sabbatical leave may be offered to management employees in two forms; one full contract year at one-half annual salary, or one-half contract year at one-fourth annual salary.

At the expiration of the sabbatical leave of absence, every reasonable effort shall be made to return the management employee to essentially the same assignment held prior to the sabbatical leave. A management employee returning from a sabbatical leave may apply for a transfer to a different vacancy.

SABBATICAL LEAVE (continued)

The management employee on sabbatical leave shall enjoy the same health and welfare benefits as any other employee on full-time assignment.

All applications for sabbatical leave must outline the proposed program and state prospective benefits to the district. Sabbatical leave proposals by management team members shall be submitted in accordance with procedures established by the Superintendent.