

PROFESSIONAL STUDY LEAVE AND SABBATICAL

After five (5) consecutive years as a full time certified employee of Uinta County School District No. Four, an employee may apply for sabbatical leave to be granted at the discretion of the Board.

The following conditions and procedures will apply to said leave:

1. Application will be made to be made to the Board of Trustees on or before May 1st of the school year prior to the proposed leave.
2. The leave will be granted only for a full academic year of full time study in an accredited college or university and in a field approved by the Board and the superintendent.
3. Not more than three (3) teachers may be granted leave each year. Such leave will not be granted unless a qualified replacement for the teacher is available.
4. A teacher may or may not, at the discretion of the Board, be guaranteed his/her position following the leave period. If the Board elects not to guarantee reinstatement of the teacher to his/her previous position, the teacher will be placed in a pool and will be eligible for reinstatement when a position opens for which he/she is qualified and certified.
5. If the teacher is guaranteed reinstatement at the end of the leave period, he/she may elect to maintain his/her health insurance under the district group plan and the school district will pay the premium. If the teacher is not guaranteed reimbursement, he/she may elect to maintain his/her health insurance, but will be required to pay the monthly premium each month that he/she is not an employee of the district. This clause will be subject to all COBRA requirements.
6. In the event that a teacher is granted leave and is guaranteed reinstatement but elects to return to the district, he/she will be required to repay the district all expenses incurred related to insurance costs paid by the district during the leave period. Repayment will be in 6 equal monthly installments beginning on October 1st of the year following the leave.
7. In the event a teacher is granted leave and is guaranteed reinstatement but discontinues his/her studies before the end of the academic year, no further insurance premiums will be made by the district on behalf of the teacher and any sums already paid will be repaid to the district at a rate of 1/6 of said sum per month, beginning on the first day of the month following the discontinuance of said studies.

8. If a staff member has been guaranteed reinstatement and returns to his/her employment with the district following the leave, and if he/she has successfully completed a full academic year of study in the institution and field approved by the Board and superintendent, the said staff member will be given credit on the salary schedule for a year of teaching in the District. He/she will also be given credit on the salary schedule for the hours of credit earned during the leave. If he/she does not complete the full year of academic study, he/she will not advance vertically on the salary schedule.

Adopted: October 4, 1994