

## SABBATICAL LEAVE

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Certificated personnel who have completed six years of service in North Summit School District shall be eligible to apply for one year of sabbatical leave. Sabbatical leave may be used only if the employee enrolls full time (full time means enrolling in a full schedule of classes each of three quarters or two semesters) in a college or university. A teacher enrolled full time in a vocational training program necessary for certification, may also be eligible if approved by the Board.

During the year of sabbatical, the employee shall receive one-half salary based on his/her contract salary for the year previous to the year of sabbatical. Social security taxes (FICA) will be paid by the district on the sabbatical salary. The employee on sabbatical shall also receive insurance and other benefits provided to the districts' certificated personnel during the year the employee is on sabbatical. Status in the Utah State Retirement program shall be maintained during the year of sabbatical. The employee shall not be granted a year of experience on the salary schedule for the year of sabbatical.

A maximum of one sabbatical leave per year will be approved. Applicants will be considered in the order in which applications are received. Applications are to be filed in the district office by the 2nd week of February in the year of the desired sabbatical leave. The Board will approve sabbatical leave only if a qualified replacement is available for the position vacated.

Following sabbatical leave the employee agrees to return to the district and perform services for a minimum of 2 years. If the employee does not return to district employment the year following sabbatical, he/she must reimburse the district for all salary received during the year of sabbatical. Employees who return, but stay less than 2 years must reimburse the district a pro-rated amount based on the amount of time they work following the year of sabbatical.

Following the year of sabbatical, the employee shall be placed in a position comparable to that which was occupied in the year preceding sabbatical leave.

