

## **13.0 SABBATICAL LEAVE**

13.1 Licensed personnel and Pre-K teachers are eligible for sabbatical leave pursuant to the following conditions:

13.1.1 Requests for sabbatical leave shall be filed with the Superintendent of Schools no later than February 1 and will become effective on the first contract day of the following school year. Requests for one-half (1/2) school year sabbatical leave for the second semester shall be requested no later than October 1 and will become effective the beginning of the second semester as set by the adopted school calendar.

13.1.2 The applicant shall have completed at least six (6) full years of service in the School District prior to being granted sabbatical leave and shall complete another six (6) full school years to be eligible for another sabbatical leave.

13.1.3 Sabbatical leave will be granted only for an approved scholarly program, education, or research contributing to the School District. Travel related to subject taught will be considered. Employees granted leave will be required to submit to the Superintendent of Schools outlines of their leave at the time of approval and written reports within thirty (30) contract days of their return to service.

13.1.4 Prior to being granted sabbatical leave, an employee must enter into a written agreement with the Board of Education that upon termination of such leave the licensed employee will return to the School District for a minimum of one (1) year. After the employee's return, this period of time may be shortened upon the mutual agreement of the employee and the Board of Education or for reasons of health, disability, or death. The employee shall sign appropriate documents to ensure repayment to the School District of the full salary paid during the sabbatical leave in the event the employee fails to complete the obligation to return for a one (1) year period following sabbatical leave. The repayment obligation shall not arise if the employee fails to complete the one (1) year return obligation due to death or disability.

13.1.5 While they are on sabbatical leave, employees shall be paid fifty percent (50%) of their regular salary in effect at the time the leave commences.

13.1.6 Any employee currently on a remediation plan is not eligible to apply for sabbatical leave.

13.1.7 If a sabbatical leave is terminated due to accident or illness, the employee shall be placed on leave without pay, thereby protecting the employee's non-probationary status. No sick leave may be used or accumulated during sabbatical leave. Any sick days accumulated prior to the sabbatical leave shall be continued upon the employee's return to regular employment.

Amended: October 25, 2000

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LEGAL REF.: C.R.S. 22-32-110(1)(k)