

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Assoc. Superintendent, PSS

Issue No: 2

Date: 7/29/91

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ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

Reference: EC 44966-44970

PUSD/PFT Agreement

4.2 CERTIFICATED PERSONNEL

SECTION 4.238 STUDY AND TRAVEL (SABBATICAL) LEAVE - TEACHER BARGAINING UNIT

Study and Travel (Sabbatical) Leave

The number of eligible teachers shall be 2 percent of the members of the bargaining unit in any one (1) school year.

- The Board may grant leaves of absence not to exceed one year for the purpose of permitting study or travel by employees of this Unit which will benefit the schools and the pupils of the District. No sabbatical leave of absence shall be granted to any employee who has not rendered service to the District for at least seven (7) consecutive years preceding the granting of the leave and not more than one such leave of absence shall be granted an individual in each seven-year period.
- Each employee granted a sabbatical leave will be required to perform such services during the leave as the District and the employee may agree upon in writing. The employee shall receive compensation during the period of absence in the amount of one-half his/her regular salary for the period on leave. This leave may be taken for one full year or one-half year.
- Each employee, as a condition to being granted a sabbatical leave of absence, shall agree in writing to render a period of service in the employ of the District following return from the leave of absence which is equal to twice the period of the leave.
- One year of sabbatical leave or one year of combined sabbatical leave and teaching will be considered to equal one year in the District.
- The employee will post a bond equal to the amount of salary earned or provide some other type of surety.
- Nothing in this leave policy shall prohibit the Board of Education from granting leaves in excess of 2 percent of the certificated staff.

Every employee, as a condition to being granted a sabbatical leave of absence, shall agree in writing to render a period of service in the employ of the District following return from the leave of absence which is equal to twice the period of leave. (EC 44969)