

SABBATICAL LEAVE

A sabbatical leave program is available for professional educators and classroom aides. Sabbatical leaves may be granted generally on a full-time basis to conduct research, complete an advanced degree related to subject area, participation in a teacher exchange program, completion of a baccalaureate degree in education by aides, or participation in other professional development activities that would contribute to the improvement of both the individual and his/her services to students in Tyler County Schools.

In accordance with §18-2-11 of the *West Virginia School Laws, 11th Edition*, eligibility is determined as follows:

- Any professional educator, who is employed full-time and has a minimum of ten (10) years of public school service in West Virginia is eligible to apply for a sabbatical leave.
- Aides who have a minimum of ten years of West Virginia public school service and have a cumulative grade point of 3.2 on a possible 4.0 scale, and have successfully completed at least 64 semester hours of course work at an approved institution of higher education, are eligible to apply for sabbatical leave.

Selection criteria shall include:

- a. The need of individual applicant with respect to current job assignment;
- b. The needs of the school system with respect to identified deficiencies; and
- c. Priority given to applicants who have not been previously granted sabbatical leave.

While on sabbatical leave, employees shall be deemed to be employed full-time for the purpose of years of experience, accumulation of seniority, participation in the Teachers Retirement System and the Public Employees Insurance Program. Employees returning from leave shall be assigned to the same position from which they left unless another assignment is agreed to by both parties. In no case may an assignment be made which would invalidate the employee's certification status or bring about a demotion in position or salary.

Employees receiving sabbatical leave shall be required to return to employment by the board which granted the leave for a period of at least one year for each year on leave or repay the compensation and benefits received during that time and have deducted the retirement credit and years of service credit accrued during the sabbatical leave.

Additional information for Sabbatical Leave may be found in the Tyler County Schools' Administrative Procedures Manual.

REFERENCE: School Laws of West Virginia, 2011 Edition, §18-2-11

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