

SABBATICAL

Bargaining unit employees will be governed by the negotiated contract in regard to sabbatical leave. An employee desiring sabbatical leave of one (1) year must make written application to the Superintendent/Designee no later than April 15th. The employee must have completed seven (7) years of continuous service within Nye County School District and may not have taken such leave within the preceding seven (7) years. No more than one percent (1%) of full-time employees at a site may be on sabbatical during any one school year. Employees must substantiate their acceptance into an appropriate program and must describe the nature of the course of study proposed.

A committee of three (3) administrators and three (3) additional members chosen by the Human Resources Department will review the proposed program of study or travel and make recommendations to the Superintendent/Designee. The employee agrees to complete two (2) years of service to Nye County School District following sabbatical leave.

Salary shall be at twenty-five percent (25%) of the employee's annual rate in effect during the sabbatical school year, exclusive of any extra-curricular pay. An employee approved for sabbatical who wishes to be paid while on leave shall furnish a surety bond for twenty-five percent (25%) of the employee's annual rate, indemnifying the District against loss in the event the employee fails to render the minimum service required after return from leave. An employee on sabbatical who has furnished a surety bond will receive benefits, including that portion of the health insurance normally paid by the District, as well as the appropriate premiums for PERS based on the employee's sabbatical salary.

If the employee does not wish to furnish a surety bond, payment of sabbatical salary is to be made in 24 monthly installments and added to the salary received by the employee during the two years following the year in which the sabbatical was taken. That portion of the health insurance premiums normally paid by the District shall be continued during sabbatical, but no other benefits shall be paid during the period of the sabbatical.

The sabbatical leave shall count for appropriate experience increments on the salary schedule, and all seniority privileges shall be retained during the leave. Upon return, the District agrees to reinstate the employee to the original position or give preference to the employee for an existing position or vacancy for which the employee is qualified.

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NEPN/NSBA Classification: GCCAF, GCCBF
Legal Reference: