

READ CAREFULLY AND COMPLETELY BEFORE MAKING APPLICATION

1. Persons shall be considered eligible for sabbatical leave only after the completion of ten years of satisfactory service in the public schools of the state, and thereafter at intervals of seven years from the date of the termination of the previous leave.
2. Qualified employees may request a sabbatical leave of absence for professional development, or a sabbatical leave for restoration to health. Sabbatical leaves may also be taken for twenty years of continuous service in accordance with the provisions of the P.F.T. collective bargaining agreement.
3. The school principal or administrator must sign the sabbatical application.
4. During the period of sabbatical leave, the absentee is not to engage in a remunerative occupation other than that which could have been performed while in active service. A statement that this requirement has been followed will be required at the conclusion of such leave. An employee is permitted to accept a fellowship or foundation grant without losing his/her entitlement to salary specified by law.
5. The purpose of the sabbatical leave cannot be changed once the leave has commenced. Emergency situations will be considered upon written notice to the Office of Human Resources.
6. A sabbatical leave of absence for professional development must be in accordance with the following provisions:
 - A. Courses must be directly related to your professional responsibilities as determined by the Board. Courses are subject to prior approval. Any changes in the courses or plan require prior approval. Courses and activities must be encompassed by the following educational domains:
 - a) Subject matter teaching,
 - b) Equity among a diverse student population,
 - c) Nature, extent, and uses of student measurement,
 - d) Social and psychological aspects of education,
 - e) Leadership and professionalism of education, or
 - f) Courses which may be approved based on the submission of course descriptions and the applicability of course content.
 - B. On the front of this form, applicants must submit a detailed plan describing the professional development activities to be undertaken. Courses must be taken for credit. Applicants must successfully complete nine graduate or twelve undergraduate semester hours at accredited institutions of higher education or 180 hours of professional development activities during each one-half year of the educational leave (proportional combinations of courses and activities may be requested)
7. Upon approval of the leave, the employee shall provide to the Board satisfactory evidence that the employee's approved plan for professional development was fully complied with during the leave of absence. Sixty minutes of professional development activities are required for one hour of credit. Official transcripts, or written verification of attendance at professional development activities must be presented.
8. If the employee fails to comply with the approved educational plan, unless prevented by illness or physical disability, the employee shall forfeit all benefits for the period of the absence. Illness or physical disability is subject to verification.
9. Every applicant for sabbatical leave must sign the agreement to return to the service of the public schools of Philadelphia at the expiration of leave, **for a period equal to one (1) school term (180 days)**. Unless prevented by illness or physical disability, employees who fail to return shall forfeit all benefits for the period of the leave, and retirement deductions shall be returned to the School District. Illness or physical disability is subject to verification.
10. Applicants may request a sabbatical leave for the purpose of restoration to health. Applicants are required to provide documentation from their attending physician including an appropriate specialist. Such documentation must include all dates of treatment, type of treatment, and a current report.