

SABBATICAL LEAVE CONTRACT BETWEEN PATTONVILLE R-3 SCHOOL DISTRICT AND \_\_\_\_\_ Teacher's Name

This Agreement is made and entered into between the PATTONVILLE R-3 SCHOOL DISTRICT ("Pattonville" hereafter) and \_\_\_\_\_ ("Employee" hereafter).

WHEREAS, the Pattonville Superintendent of Schools recommended to the Pattonville Board of Education the Employee be granted a sabbatical leave during the \_\_\_\_\_ - \_\_\_\_\_ school year.

WHEREAS, Pattonville's Board of Education, at its meeting on \_\_\_\_\_, approved the Superintendent's recommendation for a sabbatical leave for Employee;

WHEREAS, Employee's sabbatical leave is covered by the terms of Pattonville's policy on "Professional Staff Leaves of Absence I. Sabbatical Leave" in Pattonville's Policy No. \_\_\_\_\_.

NOW, THEREFORE, in consideration of Pattonville's grant of sabbatical leave to Employee, the payment of certain compensation to Employee as provided by Pattonville's sabbatical leave Policy No. \_\_\_\_\_ and the mutual promises contained herein, it is hereby agreed as follows:

- 1. Employee shall be on sabbatical leave from Pattonville from \_\_\_\_\_ to \_\_\_\_\_ during the \_\_\_\_\_ - \_\_\_\_\_ school year.
2. During the period of sabbatical leave for Employee set out in paragraph 1 hereof, Employee shall receive a salary of \_\_\_\_\_ Dollars (\$ \_\_\_\_\_) based on one-half of Employee's regularly-scheduled salary for the \_\_\_\_\_ - \_\_\_\_\_ school year (not to exceed one-half of the the Master's Degree maximum.)
3. Employee agrees to return as an employee of Pattonville for a period of three (3) full years after completion of Employee's sabbatical leave.
4. In the event the Employee fails to return as an Employee to Pattonville, or to complete three (3) years of continuous service, after completion of Employee's sabbatical leave, Employee shall refund to Pattonville compensation paid Employee during the period of Employee's sabbatical leave as follows:
a. If the Employee fails to return to Pattonville upon completion of their sabbatical leave or fails to complete the first full year after the sabbatical leave, then the full amount of compensation paid by Pattonville to employee during the sabbatical leave shall be refunded to Pattonville.
b. If the Employee fails to return to Pattonville for the second year after completion of their sabbatical leave, or fails to complete the second year after return from sabbatical leave, then the Employee shall pay Pattonville two-thirds of the compensation paid during the sabbatical leave.

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c. If the Employee fails to return to Pattonville for the third year upon completion of their sabbatical leave, or to complete the third year after return from sabbatical leave, then the Employee shall pay Pattonville one-third of the compensation paid during the sabbatical leave.

5. Pattonville agrees to use good faith efforts to return Employee to Employee's former position with Pattonville. If that position is unavailable, the employee shall be returned to the most comparable position available for which the employee is qualified by experience and training. Pattonville's determination of a position for Employee after Employee's return from sabbatical leave shall be binding on both Pattonville and Employee so long as Pattonville has acted in good faith.

6. Employee agrees to make a report on Employee's activities during the sabbatical leave at the request of Pattonville's Superintendent of Schools.

**IN WITNESS WHEREOF**, the parties have executed this agreement on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

**PATTONVILLE SCHOOL DISTRICT**

by \_\_\_\_\_

\_\_\_\_\_  
Teacher

Adopted: June 23, 1987  
Revised: October 22, 2002