

**SABBATICAL – CERTIFIED PERSONNEL**

**P-4151.12**

**Eligibility**

Sabbatical leaves may be granted to any professionally certified person (hereafter referred to as "professional") who has been employed in the Montclair Public School system for a period of seven years or more of continuous full-time service.

The number of professionals to be granted sabbatical leaves in any one school year shall be such number as may be determined by the Board of Education.

Eligible activities include:

1. Study in an accredited institution when such study cannot be accomplished while employed on a full-time basis and when such study will directly enhance the professional's contribution to the school system.
2. Independent study of problems related to the Montclair Schools when such study cannot be accomplished while employed on a full-time basis and when such study will directly enhance the professional's contribution to the school system.
3. Any other program approved by the superintendent of schools and by the board of education which will directly enhance the professional's contribution to the school system.

In determining eligibility, priority shall be given to applicants based on:

1. Anticipated benefits of proposed activity to the Montclair Schools.
2. Contributions applicant has made to the school system.
3. Length of service of the applicant.

Upon return from sabbatical leave, the professional shall remain in the employ of the Montclair School District for at least two years. Failure to do so may result in a financial penalty.

**Legal References:** N.J.S.A. 18A:11.1 General and mandatory duties

**Cross References:** 4150 Leaves

\*Indicates policy is included in the Critical Policy Reference Manual.

**Key Words:** Sabbatical, Sabbatical Leave

Approved: May 18, 1981, April 23, 2007  
Revised: April 2007