



Section 1

Topic: Pros and cons of a sabbatical policy and copy of policy

Query I'd appreciate information on sabbatical leaves as follows:

Pros ,Cons, Copy of your policy

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Results/Data collated by William O'Hale

Section 2

Total number of responses : 21 responses in total: - 10 yes - 11 no

Section 3

Pros:

- to refresh teachers through a change of experience
- to enhance teachers' overall capacity as a teacher

Cons:

- decide what constitutes a reasonable plan(s) for approval of sabbatical leaves
- supervision to ensure that the person completes the sabbatical plans as approved
- expensive since most people requesting sabbaticals are on the highest levels of the salary scale
- measures that can interpret the actual contribution that the sabbatical has on the school's academic program
- takes away funds from the general professional development fund
- difficult to find quality people to accept one-year contracts to temporarily replace
- additional cost of recruiting a replacement for person on sabbatical leave from abroad
- sometimes teachers do not return after a sabbatical leave
- one school reported that once sabbatical leaves were approved by the Board for all locally-hired teachers, they had the right to a fully-paid sabbatical every 8 years under Labor Law. This became so disruptive to the academic program and so expensive, that the school put in a contractual clause giving an option that, rather than having so many teachers take sabbaticals every eight years, they would be compensate employees that were entitled to benefit for years that they did not take Sabbatical leaves at the end of their employment with the school.

Number of years before the employee is allowed to request sabbatical leave:

- ranges from a low of 5 to a high of 10 years
- average number of years was 7.2 years of employment to request a sabbatical

Other:

In reviewing the information submitted, only one school granted free tuition to employees' children while the were on sabbatical leave.