

RESOLUTION #1998-08 SABBATICAL LEAVE POLICY

(Amended by Resolution #2016-01)

WHEREAS, Utah Code Annotated § 49-2-103, § 49-3-103, and § 49-22-103 define regular full-time employee; and¹

WHEREAS, school districts within the State of Utah may have sabbatical leave policies under which qualified personnel may take time away from regular school duties to continue their education, perform research, or engage in other professional development activities; and

WHEREAS, such school districts may desire that personnel who take sabbatical leave receive retirement service credit for such sabbatical leave; and

WHEREAS, the Board is required to maintain the Retirement System on an actuarially sound basis; and

WHEREAS, Utah Code Annotated § 49-11-203 grants the Board authority to take action or make rules governing employer contributions;²

NOW, THEREFORE, BE IT RESOLVED that school district personnel who take sabbatical leave in accordance with school district policy shall receive retirement service credit for the sabbatical leave if the following conditions are met:

1. The person taking sabbatical leave is paid at least 50% of their normal salary for the term of the sabbatical leave; and
2. Contributions are paid to the retirement office on such pay at the contribution rate in place for the period of the sabbatical leave.

BE IT FURTHER RESOLVED that if sabbatical leave is taken by school district personnel, but the foregoing conditions are not met, no retirement service credit shall be granted to those persons.

This Resolution is effective August 13, 1998.

¹ Deleted “§ 49-2-103(10) and Utah Code Annotated § 49-3-103(11) define regular full-time employee as follows:

1). “Regular full-time employee,” in qualifying for membership in the system, means an employee whose employment normally requires an average of 20 hours or more per week, except as modified by the Board, and who receives benefits normally provided by the employing unit.

2). “Regular full-time employee” includes a teacher who teaches half-time or more, or a classified school employee who works an average of 20 hours per week or more, regardless of benefits provided; and,” and inserted “§ 49-2-103, § 49-3-103, and § 49-22-103 define regular full-time employee; and” per Board Resolution #2016-01 Master Resolution Amendments and Repealer

² Deleted § 49-1-601 grants the Board specific rule-making authority to make rules governing employer contributions” and inserted “§ 49-11-203 grants the Board authority to take action or make rules governing employer contributions” per Board Resolution #2016-01 Master Resolution Amendments and Repealer