

January 18, 1951.  
Schools, Libraries, State  
Educational Institutions.

**House File 97**  
By MUNGER, NELSON of  
Woodbury and SCHWENGEL.

Passed House, Date .....  
Vote: Ayes..... Nays.....  
Passed Senate, Date .....  
Vote: Ayes..... Nays.....  
Approved .....

## A BILL FOR

An Act to amend chapter two hundred ninety-four (294), Code 1950, relating to teachers and providing for sabbatical leaves of absence of teachers and providing for necessary regulations and rules governing the same.

*Be It Enacted by the General Assembly of the State of Iowa:*

1 Section 1. Chapter two hundred ninety-four (294) Code  
2 1950 is amended by adding thereto the following section:  
3 Whenever any person employed in the public school system,  
4 who has completed ten (10) years of satisfactory service  
5 as a teacher, at least five (5) consecutive years of which  
6 service has been in the school district from which leave  
7 of absence is sought, or as an employee of the instructional  
8 staff or department of instruction, as defined by the board  
9 of directors, such person shall be entitled to a leave of  
10 absence for restoration of health, study or travel, or at  
11 the discretion of the board of school directors, for other  
12 purposes, for a half or full school year. Thereafter, one  
13 leave of absence shall be allowed after each seven (7)  
14 consecutive years of service within the school district.  
15 No leave of absence shall be granted unless such person

16 shall agree to return to his or her employment with the  
17 school district for a period of not less than one (1) year  
18 after such leave of absence.

19 No such leave of absence shall be considered a termination  
20 or breach of contract of employment and the person on leave  
21 of absence shall be returned to the same position in the  
22 same school or schools he or she occupied prior thereto.

23 The person on leave of absence shall receive the  
24 difference between his or her regular salary and the salary  
25 paid to any substitute employee temporarily engaged because  
26 of such leave; provided that the employee who is absent on  
27 sabbatical leave shall not receive more than sixteen hundred  
28 dollars (\$1600), if the employee's absence on sabbatical leave  
29 is for a full school year and not more than eight hundred  
30 dollars (\$800), if the employee's absence on sabbatical leave  
31 is for a half school year. The salary paid to such substitute  
32 shall be the salary for substitute service, according to the  
33 salary schedule established by the local board.

34 Applications for leave of absence shall be given preference,  
35 according to the years of service since the previous sabbatical  
36 leave of the applicant, and in accordance with regulations  
37 adopted by the board of school directors pursuant to the  
38 provisions of this section.

39 No school district shall limit the number of leaves of  
40 absence granted in any school year to less than ten per centum  
41 of the number of persons eligible for such leave of absence

42 regularly employed in such district: Provided, however, that  
43 schools which have a staff of seven (7) or less teachers shall  
44 be permitted at least one leave of absence each year.

45 Nothing in this section shall be construed to prevent  
46 any person on leave of absence from receiving a grant for  
47 further study from any institution of learning.

48 A sabbatical leave granted to a regular employee shall  
49 also operate as a leave of absence without pay from all  
50 other school activities.

51 Every employee, while on sabbatical leave of absence,  
52 shall be considered to be in regular full-time daily attendance  
53 in the position from which the sabbatical leave was taken,  
54 during the period of said leave, for the purpose of determining  
55 the employee's length of service and the right to receive  
56 increments on any salary schedule.

57 The board of school directors shall have the right to  
58 make such regulations as they may deem necessary to make  
59 sure that employees on leave, as provided by this act, shall  
60 utilize such leave properly for the purpose for which it was  
61 granted, requiring reports from the employee or employees on  
62 leave in such manner as they may deem necessary.

#### EXPLANATION OF H. F. 97

The purpose of this bill is to make it possible for Iowa teachers who have served for seven years within a school district to request and obtain under certain circumstances a leave of absence for a period not greater than one full school year for the purpose of restoration of health, study or travel, or at the discretion of the board of school directors, for other purposes.

It is the intention that the leaves of absence shall be taken without cost to the school corporation. It is also the intention that the granting of leaves of absence by the school directors shall be in an orderly fashion so as not to impair the proper function of the schools, except that no school district shall limit the number leaves of absences granted in any school year to less than 10 per centum of the number of persons eligible, provided, however, that schools which have a staff of seven or less teachers shall be permitted at least on leave of absence each year.