

exceed the teacher's full annual salary rate. In this instance, "full annual salary rate" shall be defined as that salary from which retirement would have been deducted. Normal health and life insurance shall be provided by the Board while a teacher is on sabbatical leave.

23.1.6. The teacher, as a condition to the acceptance of the sabbatical leave, shall agree in writing to return to employment in the system for a three (3) year period. In the event the teacher shall not so return, the teacher shall reimburse the Board fully for all sabbatical payments. A teacher who does not so reimburse the Board shall be responsible to the Board for all costs involved in collecting such reimbursement, including attorney's fees.

23.1.7. The teacher returning from sabbatical leave shall be placed on the appropriate step on the salary schedule as though he had been in active service in the system for the year of the sabbatical leave. The sabbatical shall not affect continuity of service nor accrual of seniority toward longevity benefits.

23.1.8. Final approval of a sabbatical leave is at the sole discretion of the Board.

ARTICLE 24.
EXCHANGE TEACHERS LEAVE

24.1. In any year teachers may be exchanged for teachers from some other school administration district in the United States or in a foreign country. Such exchange, requested by the teacher, shall be initially recommended by the Superintendent to the Board of Education, which shall recommend final action. All rights and privileges of the exchanged teacher shall continue in full force and effect during the exchange period.

ARTICLE 25.
CHILD REARING LEAVE

25.1. Teachers after the birth or adoption of a child, may use up to fifteen (15) sick leave days for the care of a newborn or adoptive child provided such leave is utilized immediately following the birth or adoption of a child. Teachers may apply for an additional extended leave of absence, without pay, for purposes of child rearing in accordance with the following provisions:

25.1.1. Such application must be submitted to the Superintendent, in writing, at least one (1) month prior to commencement of "child rearing leave."

25.1.2. Teachers who are granted child rearing leave shall have the opportunity to continue their insurance coverage as per this Agreement at their own expense.

25.1.3. The duration of child rearing leave shall be up to a maximum of one full school year beyond the school year in which such leave commenced. Teachers may only return from such leave at the beginning of a school year.

25.1.4. Upon reinstatement, the teacher shall be placed in the same position or substantially equivalent position. If the teacher served ninety-one (91) or more workdays in the year leave commenced, the teacher shall be placed upon reinstatement at the next higher step. If the teacher served ninety (90) days or less in the year leave was granted, the teacher shall be placed upon reinstatement at the same step he or she had attained during the year leave was taken.