PREFACE

Sabbaticals provide a unique opportunity for members of the faculty to take leave from their regular assignments to pursue educationally enriching activities of benefit to the applicant, the students, and the District.

This handbook has been developed by the Professional Growth and Development Committee to provide procedural information, as well as the standards and criteria against which sabbatical proposals are evaluated.

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TIPS FOR APPLICANTS

- The committee will consider the statement provided by the Presidents or Provost.
- Two letters of recommendation will be required to support the validation of the sabbatical concept e.g., letters from the Dean and/or Coordinator.
- Identify in the proposal how you will share the information, e.g. flex activity or a sub committee.
- Address the timeline on a day-to-day schedule.
- Explain why you might need a year for your sabbatical leave.
- Make sure your application is complete, clear and concise.
- Make sure that supporting material is relevant to your proposal.
- Make sure that you show evidence of clear planning for your sabbatical.
- The Professional Growth and Development Committee are available as a resource.
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PURPOSE OF SABBATICAL LEAVE

The purpose of sabbatical leaves is to provide faculty members with the opportunity to pursue educational activities which will enhance their professional growth and enrichment and contribute to the improvement of the instructional services and programs of the District. Sabbatical leaves may be granted for one, or a combination of, the following activities, which all have equal merit:

- **EDUCATIONAL ADVANCEMENT**

Educational advancement sabbaticals are intended to allow faculty members to pursue either continuing education in a discipline in which the faculty member is currently performing service, or to pursue education in another discipline to gain knowledge and skills that will benefit the applicant and the District.

Educational advancement is the upgrading and/or acquisition of knowledge and skills through academic or vocational preparation, defined as follows:

- **Academic Preparation** involves formal classroom instruction, internship, or other formal preparatory methods:

- **Vocational Preparation** involves occupational training, programs, seminars, internship, reentry occupational employment, or other appropriate educational pursuits.

A proposal for an educational advancement sabbatical must provide for a full program of instructional work and include details of the education plan. For *academic preparation*, a course load of twelve (12) semester units per semester of sabbatical leave is considered a full program of instructional work. For *vocational preparation*, forty (40) hours per week in pursuit of appropriate activities is considered a full program of instructional work. Evidence of completion of sabbatical activities, in the form of grade cards, transcripts, certificates, employer statements, etc., must be submitted with the required sabbatical report upon return from the sabbatical leave.

- **RESEARCH**

Research sabbaticals are intended to allow faculty members the opportunity to pursue research for the purpose of advancing or explaining the discipline in which the faculty member is currently performing service within the District, or for the purpose of advancing or exploring matters pertaining to instructional or institutional development.

A proposal for a research sabbatical must provide for a program of research activities equivalent in time to that of a full-time study program. The structure and content of the presentation and to whom it will be presented must be specified in the sabbatical proposal.

- **TRAVEL STUDY**

Travel study sabbaticals are intended to allow faculty members the opportunity to gain access to information, people, experiences, and materials which will benefit the faculty member, students, and the District.
A proposal for a travel study sabbatical must provide for a program of activities which devotes the majority of the time during the sabbatical leave to specific travel study visits. The proposal must include a detailed itinerary which specifies all of the following:

- the places to be visited;
- the approximate dates of arrival and departure for each visit; and
- the specific reasons for travel to each location.

The structure and content of the presentation and to whom it will be presented must be specified in the sabbatical proposal.

LENGTH OF SABBATICAL LEAVE

A sabbatical leave may be granted for the following terms:

- **ONE SEMESTER ONLY; or**
- **ONE FULL ACADEMIC YEAR; or**
- **TWO SEMESTERS, WITH ONE SEMESTER OF LEAVE IN EACH OF TWO CONSECUTIVE ACADEMIC YEARS.**

A sabbatical proposal requesting this option must explain the necessity for this configuration in accomplishing the objectives of the sabbatical.

A sabbatical leave may not be granted for a period of time less than one semester.

ELIGIBILITY FOR SABBATICAL LEAVE

Regular faculty members who have been employed in the District for six (6) complete consecutive academic years prior to the year for which the sabbatical leave is requested, and who have not been granted a sabbatical leave during those six years, are eligible to apply for a sabbatical leave.

For purposes of counting toward the six-year requirement, "complete academic year" means a year in which the faculty member has served in paid status for at least seventy-five percent (75%) of the faculty member's contractual number of days for the academic year.

SABBATICAL COMPENSATION

- **SALARY**

  The salary for a one-semester sabbatical is one hundred percent (100%) of the regular salary for the semester. The salary for a one-year or two-semester sabbatical is sixty-six percent (66%) of the regular salary for each semester of sabbatical leave. The District Payroll Office can provide applicants with a schedule of payments. Recipients of a one-year sabbatical leave may use load-banking leave to make up their salary to one hundred percent (100%). (Please refer to United Faculty Agreement with NOCCCD, Article 23, page 70).
MEDICAL AND FRINGE BENEFITS

The District-provided employee medical and fringe benefits will continue during the sabbatical leave in the same manner and amount as if the faculty member had remained in regular status.

SALARY PROGRESSION

A faculty member who is granted a sabbatical leave of absence will progress on the salary schedule (i.e., receive a step increment) for the next academic year in the same manner as if the faculty member had remained in regular status.

RETIREMENT SERVICE CREDIT

Recipients of one-year or two-semester sabbatical leaves will not receive a full year of STRS/PERS retirement service credit for the academic year(s) in which the sabbatical is taken due to the reduced salary during the sabbatical leave. The reduction in the amount of service credit is approximately thirty-four percent (34%).

Recipients of one-year or two-semester sabbatical leaves may purchase the "lost" service credit after completion of the sabbatical leave by paying the required contribution to the retirement system. The District will pay the employer portion of the required contribution if notified in writing, within six (6) months of completion of the sabbatical leave, of the faculty member's request to purchase the service credit; otherwise, the faculty member must bear the entire cost of purchasing the service credit. An invoice from the appropriate retirement system must be submitted to the District Office of Human Resources not later than June 30 of the academic year following the academic year in which the sabbatical was completed. The District Office of Human Resources can provide applicants with an estimate of the cost to purchase sabbatical service credit.

POINTERs AND TIPS FROM THE COMMITTEE

BE AWARE OF TERMS AND CONDITIONS BEFORE YOU APPLY

Eligibility
Salary compensation
Timelines and deadlines
Submission requirements

PREPARE EARLY

Allow adequate time to plan, develop, write and gather supporting documentation for your proposal since it will be evaluated based upon presentation, details and concepts.

HAVE COLLEAGUES EVALUATE YOUR PROPOSAL

Ask colleagues to provide an assessment of your proposal in terms of substance, clarity, organization and presentation. Utilize feedback to strengthen your proposal.
o SEEK ASSISTANCE FROM THE PG & D COMMITTEE

The members of the Professional Growth and Development Committee want you to be successful and will be glad to provide information and guidance to assist in the development of your sabbatical proposal.

o ANTICIPATE COMPETITION

Because the number of sabbaticals awarded each year is limited, the Professional Growth and Development Committee must choose from among highly competitive proposals. Thus, non-selection is not necessarily an indication that a proposal lacks merit - not all can be accommodated. If your proposal is not selected, do not be discouraged. Try again!

PROCEDURES

o SUBMISSION DEADLINE

Sabbatical proposals must be submitted not later than November 1st of the academic year prior to the academic year during which the sabbatical leave is requested as follows:

• Original to campus president/provost;
• Copy to division dean.

Submission is limited to one proposal (multiple proposals are not permitted).

o APPLICATION FORMAT

Applicants must submit a complete sabbatical application package consisting of the following:

• Completed Form SA1 Application for Sabbatical Leave
• Completed Form SA2 Abstract of Sabbatical Proposal
• Body of sabbatical proposal

o Form SA1 Application for Sabbatical Leave:

Complete the appropriate items on Form SA1 (legible handwritten entries are acceptable); sign and date the form.

Attach Form SA1 as the cover sheet for your proposal. This form may not be omitted or substituted.

o Form SA2 Abstract of Sabbatical Proposal:

Submit an abstract of the proposal on Form SA2. The abstract should consist of a concise summary of the proposal, which addresses the following:

• The purpose(s) of the sabbatical leave;
• The main goals and objectives of the proposal;
• The primary activities that will be engaged in during the sabbatical leave and an explanation of how these activities support the main goals and objectives;
• The major value and benefit of the sabbatical activities to your personal growth and enrichment and to the improvement of the instructional programs/services of the District.

The abstract must be typewritten (or computer-generated) and confined to the space provided on Form SA2. This form may not be omitted or substituted. Attach the abstract to Form SA1.

Note: Abstracts of proposals recommended by the Professional Growth and Development Committee will be provided to the Board of Trustees as informational items when sabbaticals are placed on the agenda for board action. Therefore, applicants should be aware that the quality and professionalism of the abstract is an important consideration in the Committee's selection of proposals.

• BODY OF PROPOSAL

The body of the sabbatical proposal must be typewritten (or computer-generated) and organized according to the following format, using headings for each section as indicated:

• PURPOSE OF SABBATICAL LEAVE

Explain the goals of the sabbatical leave, e.g.,
• "Pursue advanced/continuing education for the purpose of..."
• "Conduct research with respect to ... for the purpose of..."
• "Travel to ... for the purpose of..."

• SABBATICAL ACTIVITIES

Provide a detailed description of the activities that will be engaged in during the sabbatical leave and explain how these activities support the stated goals and objectives.

• For educational advancement activities, describe courses of study, internships, occupational training, programs, seminars, etc., and the course load and/or hours per week to be devoted to the activities;
• For research activities, describe the program of research, including research design and methodology;
• For travel study activities, list the places to be visited and the reasons they were selected; describe the specific activities to be accomplished at each location.
• For proposals that identify more than one purpose clearly delineate how each activity supports the purpose(s) of the sabbatical leave.

• TIMELINES

Provide a detailed chronology of proposed sabbatical activities to equate to a full-time endeavor.

• For educational advancement activities, specify the expected starting and completion dates for each educational activity;
• For research activities, specify the expected starting and completion dates for each major component of the research program;

• For travel study activities, specify the approximate departure and arrival date for each location and describe the travel implications of your travel.

• **BENEFIT OF SABBATICAL ACTIVITIES**

Describe the expected outcome of the sabbatical activities in terms of value and benefit to your personal growth and enrichment and to the improvement of the instructional programs/services of the District.

• **PRESENTATION**

Describe in this section the structure and content of the sabbatical presentation and to whom it will be made. This is in addition to the required sabbatical report.

• **SUPPORTING DOCUMENTATION**

Provide relevant supporting documentation, such as brochures, course descriptions, research outlines, survey questionnaires, letters of recommendation, related publications by the applicant, etc., as appropriate.

Attach the body of your proposal to Forms SA1 and SA2.

o **REVIEW AND SELECTION TIMELINES**

Sabbatical proposals will be reviewed by the Professional Growth and Development Committee in January, using a blind screening process. The committee will forward its recommendations to the Board of Trustees for approval not later than the second board meeting in February. Following board action, applicants will be notified by the Office of Human Resources as to the status of their applications.

The District Office of Human Resources will provide successful applicants with information regarding the contractual requirements delineated in the following section.

o **CONTRACTUAL REQUIREMENTS**

**Sabbatical Contract**

Sabbatical recipients must sign a sabbatical contract, which must be on file in the District Office of Human Resources prior to the first day of the sabbatical leave.
**Bond and Return Service Requirement**

The applicant will furnish the Board of Trustees with an acceptable bond indemnifying the District against loss in the event that the Unit Member fails to render service in the District equal to twice the length of the sabbatical after return from the sabbatical leave. After return from the sabbatical leave and completion of service in the District equal to twice the length of the sabbatical leave, the District will reimburse the Unit Member for fifty percent (50%) of the cost of the sabbatical bond, provided the Unit Member has submitted a timely written report of sabbatical activities in compliance with the requirements of section 14.8 of this Article. Failure of the Unit Member to comply with the above-referenced conditions shall render the Unit Member ineligible for reimbursement. *(NOCCCD United Faculty Agreement 2008-2011, Section 14.5.5.)*

**Cost of Bond**

The cost of a bond is based on the amount of salary involved. For example, through SchoolsFirst Federal Credit Union, the premium is $15 per $1,000 of the bond amount.

**Example:**

Bond amount = $35,950  
$35,950 divided by $1,000 = $35.95  
$35.95 x $15 = $539.25  
$539.25 rounded to $539

Cost for an SLB of $35,950 is $539

**Sabbatical Report Requirement**

Sabbatical recipients are required to submit a written report of sabbatical activities within sixty (60) calendar days of the first duty day of the semester in which the recipient returns to regular duty.

This report is in addition to, and is not a substitute for, the formal presentation requirement for research and travel study sabbaticals.

Sabbatical Activity Reports will be reviewed by the Professional Growth and Development Committee.

**CHANGE IN SABBATICAL PLANS**

Sabbatical leaves are recommended to the Board of Trustees by the Professional Growth and Development Committee on the merits of the sabbatical proposal as submitted. Therefore, sabbatical recipients must adhere to the program of activities for which the sabbatical was granted. Any change in sabbatical plans must be reported immediately to the District Office of Human Resources.

- **INABILITY TO TAKE SABBATICAL IN YEAR FOR WHICH GRANTED**

  Upon written request to the Professional Growth and Development Committee through the District Office of Human Resources, the recipient may receive a postponement of the sabbatical into the next academic year. Changes in the semester(s) during which the
sabbatical is taken will not be permitted unless specifically approved by the Professional Growth and Development Committee.

If a postponed sabbatical is not taken in the next academic year, the sabbatical will be canceled. Thereafter, the faculty member must reapply through the established process and be considered with all other applicants.

○ **INTERUPTION DUE TO SERIOUS ACCIDENT OR ILLNESS**

Interruption of a sabbatical leave due to serious accident or illness shall not be considered a failure to fulfill the conditions of the sabbatical. The recipient will receive the same compensation as if the sabbatical had been fulfilled.

Notification, with proper documentation, shall be made by registered letter within fifteen (15) days of the time of the accident or illness to the Vice Chancellor of Human Resources, unless prevented by extenuating circumstances.
EVALUATION CRITERIA

Sabbatical applications are generally evaluated by the Professional Growth and Development Committee on the basis of merit and not the category of activity (i.e., educational advancement vs. research vs. travel study), the length of the sabbatical (i.e., one semester vs. two semesters), or the term of the sabbatical (i.e., fall semester vs. spring semester).

- RATING SCALE

  The Professional Growth and Development Committee rates sabbatical proposals using a point scale, as follows:

<table>
<thead>
<tr>
<th>RATING CRITERIA</th>
<th>MAXIMUM POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Merit and value to the instructional programs/services of the college/District</td>
<td>25</td>
</tr>
<tr>
<td>Merit and value to the applicant's professional growth and enrichment</td>
<td>25</td>
</tr>
<tr>
<td>Planning, preparation, clarity and presentation of the proposal</td>
<td>20</td>
</tr>
<tr>
<td>Appropriateness of the sabbatical activity for the period of time requested</td>
<td>20</td>
</tr>
<tr>
<td>Service to the District as a contract/regular academic employee</td>
<td>5</td>
</tr>
<tr>
<td>(one point for each year over six years of service up to a maximum of five points)</td>
<td></td>
</tr>
<tr>
<td>Credit for no prior sabbatical leaves</td>
<td>5</td>
</tr>
<tr>
<td>(deduct 1.25 points for each previous semester of sabbatical leave)</td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td>100</td>
</tr>
</tbody>
</table>

In assessing proposals, the following elements are of primary consideration:

- MERIT AND RIGOR

  Meritorious proposals are expected to incorporate activities of substance and quality, which demonstrate value and benefit to the applicant, the students and the District. Activities which are expected as part of a faculty member's job or professional obligation are generally not considered meritorious (e.g., beginning computer literacy; routine course development; continuing education required for maintenance of certification/licensure).

  Adequate rigor, as evidenced by a full program of activities appropriate to the length of the sabbatical term requested, is a primary consideration; however, the proposal should be attainable and realistic in terms of the amount of work that can reasonably be accomplished.

- CLARITY AND SPECIFICITY

  The nature, reasons and importance of the sabbatical activities must be clearly explained, without the assumption that the members of the Professional Growth and Development Committee are familiar with the discipline. A well-developed proposal should provide the committee with a dear understanding of the objectives and scope of the project and include
specific descriptions of sabbatical activities. Goals, objectives and activities should be presented in measurable terms, i.e., "will attend the XYZ conference in XYZ on XYZ date." Avoid phrases such as "will attend some workshops," "will take several classes at local college," "will visit other educators," etc.

- **COHESIVENESS**

The proposal should demonstrate a cohesive relationship between the stated goals and objectives, activities, and benefits. The plan of activities must support the goals and objectives. The accomplishment of the goals and objectives must support the stated benefits.

- **PROFESSIONAL PRESENTATION**

The proposal should demonstrate thoughtful planning and organization. The presentation should be typewritten (or computer-generated) and free of spelling and grammatical errors.

- **SUPPORTING DOCUMENTATION**

Include a detailed plan of activities in supporting documentation, such as brochures, course descriptions, research outlines, survey questionnaires, letters of recommendation, related publications by the applicant, etc., as appropriate, should accompany the proposal. Such documentation is of value in providing the committee with additional justification for the proposal.
ARTICLE 14

SABBATICAL LEAVES

(Excerpt from the Agreement Between North Orange County Community College District and United Faculty, July 1, 2008 – June 30, 2011)

14.1 PURPOSE OF SABBATICAL LEAVE

The purpose of sabbatical leaves is to provide Unit Members with the opportunity to pursue educational activities which will enhance their professional growth and enrichment and contribute to the improvement of the instructional services and programs of the District. Sabbatical leaves may be granted for one of, or a combination of, the following activities:

14.1.1 Educational Advancement

14.1.1.1 Educational advancement sabbaticals are intended to allow Unit Members to pursue either continuing education in a discipline in which the Unit Member is currently performing service, or to pursue education in another discipline to gain knowledge and skills that will benefit the Unit Member and the District.

14.1.1.2 Educational advancement is the upgrading and/or acquisition of knowledge and skills through academic or vocational preparation, defined as follows:

14.1.1.2.1 Academic Preparation involves formal classroom instruction, internship, or other formal preparatory methods.

14.1.1.2.2 Vocational Preparation involves occupational training, programs, seminars, internship, reentry occupational employment, or other appropriate educational pursuits.

14.1.1.3 A proposal for an education advancement sabbatical must provide for a full program of instructional work.

14.1.2 Research

14.1.2.1 Research sabbaticals are intended to allow Unit Members the opportunity to pursue research in the discipline in which the Unit Member is currently performing service within the District, or for the purpose of advancing or exploring matters pertaining to instructional or institutional development.

14.1.2.2 A proposal for a research sabbatical must provide for a program of research activities equivalent in time to that of a full-time study program. The research sabbatical must result in a formal presentation of the research.

14.1.3 Travel Study

14.1.3.1 Travel study sabbaticals are intended to allow Unit Members the opportunity to gain access to information, people, experiences, and materials which will benefit the Unit Member, students, and the District.

14.1.3.2 A proposal for a travel study sabbatical must provide for a program of activities which devotes the majority of the time during the sabbatical leave to specific travel study visits. The proposal must include a detailed itinerary which specifies all of the following:

14.1.3.2.1 the places to be visited;
14.1.3.2.2 the approximate dates of arrival and departure for each visit;

14.1.3.2.3 the specific reasons for travel to each location.

14.1.3.3 The travel study sabbatical must result in a formal presentation of the observations and findings.

14.2 LENGTH OF SABBATICAL LEAVE

14.2.1 A sabbatical leave may be granted for the following terms:

14.2.1.1 One semester only; or

14.2.1.2 One full academic year; or

14.2.1.3 Two semesters, with one semester of leave in each of two consecutive academic years.

14.2.2 A sabbatical leave may not be granted for a period of time less than one semester.

14.2.3 For purposes of this Article, where a Unit Member’s contract exceeds 175 days, a “semester” shall be defined as one-half the number of days comprising the Unit Member’s contract.

14.3 ELIGIBILITY FOR SABBATICAL LEAVE

14.3.1 Any Unit Member who has been employed in the District for the previous six (6) complete consecutive years and who has not been granted a sabbatical leave during those six (6) years is eligible for a sabbatical leave.

14.3.2 For purposes of counting toward the six-year requirement, “complete academic year” means a year in which the Unit Member has served in paid status for at least seventy-five percent (75%) of the Unit Member’s contractual number of days for the academic year.

14.4 ALLOCATION OF SABBATICAL LEAVES

14.4.1 Applications for sabbatical leaves shall be reviewed and evaluated for merit by the Professional Growth and Development Committee, which will forward its recommendations to the Board of Trustees.

14.4.2 The Board of Trustees shall grant sabbaticals each year in such number as may be awarded by the Professional Growth and Development Committee, up to five (5) percent of the Unit Members eligible to apply. During any fiscal year that requires a District-wide budget reduction, the number of sabbaticals shall be reduced by the same percent that the District's budget is reduced.

14.5 PROCEDURES FOR SELECTION AND NOTIFICATION

14.5.1 Criteria for the granting of sabbatical leaves will be governed by the relative merit of reasons for desiring leave as specified in the guidelines published and distributed by the Professional Growth and Development Committee. Sabbaticals will be granted on the merit of the proposal, not the category of activity or the term of the proposed leave.

14.5.2 An applicant for sabbatical leave shall submit the original of his/her application to the President/Provost or designee and a copy of his/her application to the Immediate
Management Supervisor not later than November 1. The original application will be forwarded with the recommendation of the President/Provost or designee to the District Office of Human Resources not later than December 1.

14.5.3 The applications shall be reviewed by the Professional Growth and Development Committee. Recommendations will be forwarded to the Chancellor and to the Board.

14.5.4 The applicant shall be notified in writing after the second Board meeting in February of the approval or disapproval by the Board.

14.5.5 The applicant will furnish the Board of Trustees with an acceptable bond indemnifying the District against loss in the event that the Unit Member fails to render service in the District equal to twice the length of the sabbatical after return from the sabbatical leave. After return from the sabbatical leave and completion of service in the District equal to twice the length of the sabbatical leave, the District will reimburse the Unit Member for fifty percent (50%) of the cost of the sabbatical bond, provided the Unit Member has submitted a timely written report of sabbatical activities in compliance with the requirements of section 14.8 of this Article. Failure of the Unit Member to comply with the above-referenced conditions shall render the Unit Member ineligible for reimbursement.

14.5.6 The fact that a Unit Member has additional compensation in the form of a public or private grant, scholarship, fellowship, or assistantship should in no way prejudice the consideration of an application for a sabbatical leave.

14.6 COMPENSATION

14.6.1 A Unit Member granted a one (1) year (or two-semester) sabbatical leave shall receive sixty-six (66) percent of regular salary for the contract year.

14.6.2 A Unit Member granted a sabbatical leave for one (1) semester shall receive one hundred (100) percent of regular salary for one (1) semester.

14.6.3 The Unit Member shall progress on the salary schedule (i.e., receive a step increment) in the same manner as if the Unit Member had remained in regular status.

14.6.4 The District-provided employee medical and fringe benefits will continue during the sabbatical leave in the same manner and amount as if the Unit Member had remained in regular status.

14.7 CHANGES IN SABBATICAL PLANS

14.7.1 In the event that a Unit Member is unable to take a sabbatical in the school year for which it is granted, upon written request to the Professional Growth and Development Committee, the grantee will automatically make a one-time only move into the next year’s allocation. Thereafter, the Unit Member must reapply and be considered with all other applicants.

14.7.2 If the sabbatical is interrupted because of serious illness or accident, this shall not be considered a failure to fulfill the conditions upon which the leave is granted. It shall not affect the amount of compensation to be paid to the Unit Member, provided the District shall have been promptly advised of such accident or illness. Notification, with proper documentation, shall be made by registered letter within fifteen (15) days of the time of the accident or illness to the Vice Chancellor of Human Resources unless prevented by extenuating circumstances.
14.8 REPORT ON ACTIVITIES

14.8.1 Sabbatical recipients shall submit a written report of sabbatical activities to the President/Provost and the Vice Chancellor of Human Resources within sixty (60) calendar days of the first duty day of the semester in which the recipient returns to regular duty.

14.8.2 The report shall provide a description of the major activities undertaken during the sabbatical leave and transcripts of all college/university work completed. In addition, the report will include an appraisal of the sabbatical activities in terms of professional growth and the manner in which such experience or knowledge may be used for the benefit of the students and the District.

14.9 RETIREMENT SERVICE CREDIT

14.9.1 Due to the reduced salary, recipients of a one-year (or two semester) sabbatical leave will not receive a full year of STRS/PERS retirement service credit for the academic year(s) in which the sabbatical is taken. Sabbatical recipients may purchase the “lost” service credit after completion of the sabbatical leave by paying the required contribution to the retirement system. The District will pay the employer portion of the required contribution, subject to the following:

14.9.1.1 Within six (6) months of completion of the sabbatical leave, the Unit Member must notify the District Office of Human Resources in writing of the Unit Member’s intent to purchase the service credit to the appropriate retirement system.

14.9.1.2 An invoice from the appropriate retirement system must be submitted to the District Office of Human Resources not later than June 30 of the academic year following the academic year in which the sabbatical was completed.

14.9.1.3 If the above requirements are not met, the entire cost of purchasing the service credit must be borne by the Unit Member.

14.10 RIGHT OF ASSIGNMENT UPON RETURN FROM SABBATICAL LEAVE

Upon return from sabbatical, the Unit Member’s right of assignment shall be the same as if the Unit Member had not been on sabbatical.
APPLICANT NAME: ____________________ ___________________ Banner ID#________________

CAMPUS: [ ] CC [ ] FC [ ] SCE JOB TITLE: [ ] Instructor [ ] Counselor
Division: ___________________ Dept: ___________________

DATE OF DISTRICT EMPLOYMENT AS A CONTRACT FACULTY MEMBER: Month __________ Year __________
Discipline(s) in which you are currently teaching/performing service: ______________________________________________

TITLE OF SABBATICAL PROPOSAL: ________________________________

PURPOSE OF SABBATICAL LEAVE: (Check all that apply) LIST PREVIOUS SABBATICAL LEAVES:
[ ] Educational Advancement [ ] Travel Study [ ] Research Semester __________ Year __________
[ ] Research Semester __________ Year __________

REQUESTED TERM OF SABBATICAL:
[ ] ONE SEMESTER ONLY (specify): [ ] Fall [ ] Spring Semester __________ Year __________
[ ] FULL ACADEMIC YEAR Semester __________ Year __________
[ ] TWO SEMESTERS, CONSECUTIVE YEARS (specify): [ ] Check if none

#1: Sem _____ Year _______ #2: Sem _____ Year _______

REQUIREMENT: Attach two letters of recommendation.

Signature of Applicant _______________________________ Date ____________________

Recommendation of campus president:

Signature: __________________ Date: __________________

Submit original application materials to Campus President; submit copy to Division Dean

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APPLICATION NAME: (Last) ____________________________ (First) ____________________________

TITLE OF SABBATICAL PROPOSAL: ________________________________________________________
NAME: ___________________________________   _______________________________________

Last                                                     First

LOCATION:   [ ] CC  [ ] FC  [ ] SCE

JOB TITLE:    [ ] Instructor    [ ] Counselor
              [ ] Librarian

Division: ___________________  Dept: ___________________

TITLE OF SABBATICAL PROPOSAL: __________________________________________________________

ACADEMIC YEAR(S) DURING WHICH SABBATICAL LEAVE WAS TAKEN: _____________________________

TERM OF SABBATICAL LEAVE:    PURPOSE OF SABBATICAL LEAVE:

[ ] ONE SEMESTER ONLY (specify):  [ ] Fall  [ ] Spring  [ ] Educational Advancement

[ ] FULL ACADEMIC YEAR

[ ] TWO SEMESTERS, CONSECUTIVE YEARS (specify):

#1: Sem _____Yr ______  #2: Sem _____Yr ______  [ ] Research  [ ] Travel Study

If the sabbatical leave was for the purpose of educational advancement, attach evidence of completion of educational activities (grade cards, transcripts, certificates, employer statements, etc.)

i  HAVE YOU MADE A PRESENTATION OF YOUR SABBATICAL ACTIVITIES?

[ ] Yes   Date of Presentation _____________   [ ] No   Expected date of Presentation _____________

i  TO WHOM DID / WILL YOU MAKE THE PRESENTATION?

i  DESCRIBE THE STRUCTURE AND CONTENT OF THE PRESENTATION:

Signature ___________________________________________   Date ________________________________

HR USE ONLY  Received  Reviewed by PG&D

Submit original materials to the District Office of Human Resources; submit copy to Campus President and Division Dean

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