

So, What's a Sabbatical?

IT'S NOT A VACATION

A Sabbatical Leave of Absence (CA Ed Code 87767)
may be granted for the purpose of **study or travel**
of a **kind and in an amount** that will so improve and
update **capabilities** that during future employment
the unit member will be of **increased value**
to the District and students of the District.

(Article 12-1 CLPFA/Chabot-Las Positas Community College District Agreement)

For the Purpose of Study or Travel

- Formal coursework at University
 - FT graduate student (12 units/year)
 - FT undergraduate load (24 units/year)
- Work Experience
- Study
 - Annotated bibliography of 40 books/year
 - Annotated bibliography of 240 articles/year
- Travel/Visitation
 - Evidence of travel related to objectives
- Research/Study
 - Original research
 - Publications, papers, paintings consistent with acceptable professional standards

Who's Eligible for Sabbatical?

- Tenured Regular Faculty, including:
 - Instructional Faculty
 - Counseling Faculty
 - Library Faculty
 - Faculty on Special Assignment
- Paid in accordance with the **Full-time Faculty Salary Schedule**
- Faculty must be employed at least 50%
- Faculty must have completed at least six (6) full Academic Years of bargaining unit service

Priority Ranking

- Eligible faculty who indicate their intent to take sabbatical are ranked.
- Ranking based on:
 - Number of semesters of service from initial date of employment as a Regular or Contract faculty; or
 - Number of semesters since completion of the last Sabbatical Leave of Absence
 - If 2 or more applicants have same service, then Seniority Number is used.

Your \$alary When on Sabbatical

- Paid in the same manner as if currently employed as Faculty (10 or 12 month)
- Paid according to Faculty Salary Schedule
- Compensation will be:
 - 75% of salary if Full Academic Year Sabbatical (or 2 semesters split within 2 Academic Years)
 - 90% of salary if One Semester Sabbatical
 - 95% of salary if One Semester Sabbatical for Library Faculty and Special Assignment Faculty.
- Can apply Workload Banked Load to Increase Salary to 100%
 - Need 9 CAH to augment full year
 - Need 3 CAH to augment one semester

Process – Plan ahead!



Example: You want to take Sabbatical Spring 2021

Process – Continues into a second year!



Example: You want to take Sabbatical Spring 2021

Sabbatical Leave of Absence

- Counts toward Retirement
- Medical, dental, vision, and life insurance continue
- Sick Leave continues to accrue (pro-rata)
- Full day of Personal Leave still accrues



Resources on District Website:

Article 12-1 CLPFA/Chabot-Las Positas
Community College District Agreement

[Sabbatical Leave Handbook](#)

Sabbatical Leave Timelines

All the Sabbatical Forms (fillable pdf)

Questions and Thanks?!?!

- Be sure that you signed in
- Please fill out survey