

Memorandum of Understanding

between the

All Faculty Association

and the

Sonoma County Junior College District

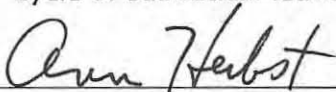
regarding

Article 25: Sabbatical Leaves

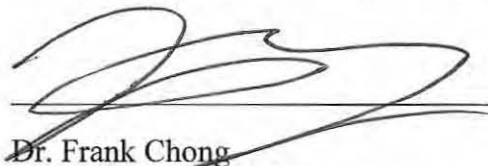
Rescheduling Sabbatical Leaves

February 23, 2012

1. The thirteen Sabbatical Leaves from applications submitted in 2010-11 and recommended by the Sabbatical Leave Committee to begin 2012-13 will be rescheduled so that seven of these Sabbatical Leaves will begin in 2012-13 and the balance of these Sabbatical Leaves will begin in 2013-14. AFA and the District will agree to a method of rescheduling these Sabbatical Leaves based on the existing ranking priority for these applications.
2. If any of these thirteen Sabbatical Leaves are not taken during these two years, then those not taken will be added to those Sabbatical Leaves to be taken beginning in 2014-15 at the rate of one per year.
3. Sabbatical Leaves scheduled to begin 2013-14 (other than those described in 25.02.E.1) will be canceled.
4. In exchange for the elimination of these Sabbatical Leaves, which AFA and the District estimate to be thirteen in number, the District will give AFA an all inclusive "credit" of Three Hundred Fifty Thousand Dollars (\$350,000) to be applied to the AFA Health and Welfare Benefits Account (25.02.D.5).
5. The Sabbatical Leave process for those Sabbatical Leaves scheduled to begin 2014-15 will resume in 2012-13. The VPAA, in consultation with AFA, will work directly with the Sabbatical Leave Committee chairs to expeditiously develop a new timeline for this revised cycle of sabbatical leaves.



Ann Herbst
Chief Negotiator, All Faculty Association



Dr. Frank Chong
Superintendent/President,
Sonoma County Junior College District