


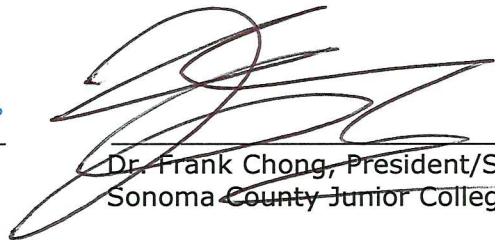
Memorandum of Understanding  
between the  
**All Faculty Association**  
and the  
**Sonoma County Junior College District**  
regarding  
Article 25: Sabbatical Leaves  
March 31, 2017

AFA and the District agree to modify the following provisions of Article 25.

**25.02 NUMBER OF LEAVES:**

- A. **Number of Leaves:** The number of Sabbatical Leaves will be equal to 4.5 percent of the total load (exclusive of overloads) of regular faculty positions, including faculty with reduced or pro-rated contracts, plus two (2).
- B. **Rounding:** To determine the number of Sabbatical Leaves, upward rounding will occur at 0.5 and above.
- C. **Carry Over:** In the event that not all Sabbatical Leaves are used in a year, they will be carried over to the next academic year.
- D. **Excess Leave in 2018-19:** If the total number of Sabbatical Leaves funded for AY 2018-19 exceeds the Spring 2017 formula by one (1) leave, then the total number of Sabbatical Leaves funded for the following sabbatical cycle will be reduced by one (1) leave.

  
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Dr. Karen Frindell Teuscher, President  
All Faculty Association

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