

## CAÑADA ASGC RESOLUTION: Funding of Faculty Sabbaticals

Approved 11/13/2014

**Whereas:** The Purpose of faculty sabbaticals is specified in the SMCCCD Faculty Contract as follows: There shall be an Academic Employee Professional Development Program to provide opportunities for the individual professional development of regular academic employees for the purpose of maintaining and enhancing the excellence of the educational programs of the District. The main thrust of this program is to update, retrain, and extend the expertise of faculty to meet the current and future needs of our students in accordance with college priorities ([AFT contract 13.1](#)); and,

**Whereas:** Sabbaticals are “intended to provide full release from regular duties and enable unit members to respond to changing educational conditions and to engage in substantive professional growth projects. Extended leaves allow time for advanced formal coursework, independent study, work experience, programs of study and/or research and other beneficial activities which do not fall under regular faculty responsibilities. <http://www.aft1493.org/contract-a-salaries/sabbatical-information/6-contract-a-salaries/contract-a-salaries/55-sabbatical-program-overview.html> ; and,

**Whereas:** The current funding for sabbaticals is included in the allocation of professional development funds distributed to each college according to the faculty labor contract, which says that “The level of funding will be one percent (1%) of the District budget for regular academic and third- and fourth-year tenure track academic employees of the unit” (AFT 13.3); and,

**Whereas:** This method of funding sabbaticals makes it very difficult for a college to award one sabbatical per year without decimating the professional development budget for the whole faculty. In particular, this method creates an unfair impact on the faculty of Cañada College due to the fact that Cañada has many fewer regular academic and third- and fourth-year tenure track academic employees, thus making it impossible to fund sabbaticals; and,

<b>Cost for 1 semester sabbatical replacement (15 units)</b>	<b>Cost for 1 year (30 units)</b>	<b>Allocation to Cañada for all PD (2014-15)</b>
285 hours @ 91.25 = \$26,006 87.5 office hours @ 56.87 = \$4,976 Benefits = \$2,525 Total = <b>\$33,507</b>	<b>\$67,015</b>	<b>\$55,351</b>

\* Replacement costs were calculated at step 10 on the part-time salary schedule which is the norm for Cañada.

**Whereas:** The level of recognition of the each college locally, nationally, and internationally is directly related to the ability of faculty engage in and support authentic

research, which directly supports and advances student success, workforce training and transfer.

**Be it resolved that:** That District Senate Governing Council work with the AFT Local 1493 to revise the compensation agreements within the budget to include the following provisions:

- Creation of a new, district-wide, dedicated funding stream for three, fully funded, full academic year, sabbaticals per year in which all participants receive their regular pay and fringe benefits. Should there be additional money available from any source; the committee could approve additional requests. Individuals could elect to apply for one semester, in which case the other semester would be offered to an alternate, qualified person.
- The creation of a new district-wide sabbatical selection committee which includes one Senate representative, one AFT representative and one dean from each college, with the intention that these 9 individuals come from a wide-range of disciplines.
- Full time academic employees in good standing will be eligible to apply every 6 years of regular service.

### **Current Cañada Definitions:**

- **LONG -TERM** proposal activities include retraining, advanced study, and research. This fund provides full pay for any number of units of semester-long reassigned time. ... Eligibility: Third and fourth year tenure track, and full-time faculty. ... Long term projects are defined as activities of more than three weeks up to a full semester.
- **SABBATICAL/EXTENDED LEAVE** Deadline for Applications is February 1. Eligibility: Full-time tenured faculty. Sabbatical/extended leave is defined as full release from regular duties for an academic year.

### **Current Contract Language for Professional Development/Leaves:**

- 13.2 OPTIONS:** The leave options available through the Professional Development Program include the following:
1. conference/professional meeting attendance;
  2. short-term projects defined as activities of three (3) weeks or less;
  3. long-term projects defined as activities of more than three (3) weeks up to a full semester; and
  4. extended leaves defined as full release from regular duties for an academic year.

Long term projects and extended leaves are intended to provide full release from regular duties and enable unit members to respond to changing educational conditions and to engage in substantive professional growth projects. These professional development options allow time for advanced formal coursework, independent study, work experience, programs of study and/or research and other beneficial activities which do not fall under regular faculty responsibilities. Intellectual property created during an extended leave or a long-term project is the property of the faculty member unless other specific agreements have been made with the District.

- 13.4 COMPENSATION:** All participants will receive their regular pay and fringe benefits for leaves up to a full semester. For projects with full release from regular duties for an academic year, participants will receive all fringe benefits and eighty percent (80%) of their regular pay.