

CBA Tip: Sabbatical Leave Return to Service Obligation

Upon return from your sabbatical leave, faculty will prepare and submit a Sabbatical Leave Report that will be reviewed by the Sabbatical Leave Committee, forwarded to the Academic Senate for recommendation, and ultimately approved by the Board of Trustees. But your obligation does not end there.

Faculty are required to render one full year (i.e. 30 LHE) of *NEW* contractual service to the District upon their return from sabbatical. This can be accomplished by completing 15 LHE of new service in the two semesters upon return. Please note, though, that you can take a longer period of time to complete this obligation if you are also unbanking or on Reduced Workload. For example, if you complete 24 LHE of new service to the District over the two semesters upon return and also Unbank 6 LHE to make your full load, you will not yet have met your obligation. Instead, in the subsequent semester, your first 6 LHE of new service will fulfill your obligation.

Note that the *NEW* service must be contractual. In other words, you cannot return and do one semester of 20 LHE (5 of which is overload) and then the following semester do 9 LHE of new service and unbank 6 LHE. In essence, you have only provided 24 LHE of new contractual service, so you still "owe" the District an additional 6 new, contractual LHE in the subsequent semester.

If you are on a 50% Reduced Workload upon your return, it would entail you providing four semesters of 50% service (a total of 30 new LHE work) to fulfill the obligation. In other words, whatever combination of time and new service it takes to render 30 LHE of service, that meets the obligation.