

Memorandum of Understanding
between the
All Faculty Association
and the
Sonoma County Junior College District

Article 25 — Sabbatical Leaves

March 19, 2009


AFA and the District agree to the following:

1. With regards to the fifteen (15) Sabbatical Leaves that were approved during the 2008-09 academic year, and which were originally scheduled to be taken beginning 2009-10, these Sabbatical Leaves will be **rescheduled** to be taken beginning 2011-12. The rescheduling process will only require a simple revision to the dates of the original proposals.
2. We agree that the fifteen (15) Sabbatical Leaves approved in 2008-2009 will be taken beginning in 2011-12. AFA and the District further agree that solicitations of proposals for the 2010-11 and 2011-12 Sabbatical Leaves will not take place, and that the 2010-11 and 2011-12 Sabbatical Leaves will be cancelled. If any of the faculty approved in 2008-09 do not take advantage of the terms of this agreement (e.g. for reasons of timeliness of original proposal, retirement, or illness), those unfulfilled leaves will be restored at the rate of one per year beginning with the leave solicitation process in 2011-12, for leaves to be taken beginning in 2012-13. This language will modify the existing language in 25.02.A—C.
3. In rescheduling the above-mentioned fifteen (15) Sabbatical Leaves, now to be taken beginning in 2011-12, and having these fifteen (15) approved Sabbatical Leaves replace the leaves that would normally be requested in 2010-11, and would otherwise be taken beginning in 2011-12, the District and AFA acknowledge that in essence there are fifteen (15) Sabbatical Leaves that are now eliminated. In exchange for the elimination of these fifteen (15) Sabbatical Leaves, the District will give AFA a “credit” equal to the District’s 2009-10 cost savings (on the elimination of the need for corresponding Sabbatical Leave backfills) rounded to the nearest five-thousand dollars, which at this time is estimated to be \$370,000.
4. The Sabbatical Leaves normally requested and approved in 2009-10, and which would begin in 2010-11, will be **cancelled**. In exchange for this cancellation, AFA would receive a “credit” equal to \$435,000.

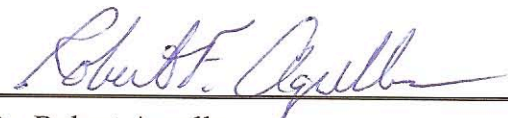
5. The customary Sabbatical Leave request process will resume during 2011-12 for Sabbatical Leaves to be taken in 2012-13.
6. The total "credit" given in this proposal (\$805,000) is "one-time" money that would be held in a rolling account called the AFA Health and Welfare Benefits Account. This credit can be directed by AFA towards Health and Welfare Benefits and/or the Adjunct Faculty District Activities Fund (AFDAF). The maximum amount available for use or redirection in 2009-10 will be \$200,000, and in subsequent years the amount available for use or redirection will be \$200,000 plus the unused portion of any of the previous years' credit. The drawdown schedule would be as follows:

Fiscal Year	Beginning Balance	Ending Balance
2009-10	\$805,000	\$605,000
2010-11	\$605,000	\$405,000
2011-12	\$405,000	\$205,000
2012-13	\$205,000	\$0

7. AFA and the District agree to negotiate in good faith practical methods to address and manage AFA's portion of the Regular faculty medical benefit premiums as described in 10.01.A.2, 10.01.A.8, and 10.01.A.9. AFA and the District further agree to make every effort to resolve negotiations by the end of the 2008-09 Academic Year.



 Warren Ruud
 President, All Faculty Association



 Dr. Robert Agrella
 Superintendent/President, Sonoma County
 Junior College District