

1 UNITED ACADEMICS PROPOSAL

2
3 SABBATICAL LEAVE

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5 **Section 9 1. Sabbatical Leave.** All eligible, ~~tenured~~ bargaining unit members, ~~at 0.50 FTE~~
6 ~~or greater~~, are encouraged to use sabbatical leave for research, writing, advanced study,
7 travel for observation and study of conditions relevant to the applicant's scholarly field, or
8 related scholarly or professional activities. Bargaining unit members shall adhere to the
9 process, as outlined in **this Article and the** university Sabbatical **Leaves** policy, when
10 applying for and fulfilling the terms established for a sabbatical leave.

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12 **Section 2.** All bargaining unit members who have achieved promotion and meet the
13 following length of service requirements are eligible to apply for a sabbatical leave.

- 14 a. 9-Month Faculty: Continuously appointed, without interruption by a sabbatical
15 leave, at 0.50 FTE or above for eighteen academic quarters (excluding Summer
16 Session); or
17 b. 12-Month Faculty: Continuously appointed, without interruption by a sabbatical
18 leave, at 0.50 FTE or above for seventy-two months; or
19 c. Combined Term of Service: An accumulated equivalent of 6.0 FTE years over an
20 indefinite period of 9-month or 12-month appointments uninterrupted by a
21 sabbatical leave.

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23 In calculating length of service, a one-year period of appointment at less than 0.50 FTE will
24 count as a period of three academic quarters of service for purposes of the time requirements
25 in subsections (a) and (b). A series of appointments shall be considered continuous whether
26 or not interrupted by one or more authorized leaves of absence (Article XX) other than a
27 sabbatical leave.

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29 **Section 3.** Sabbatical leave salary shall be determined by multiplying the bargaining unit
30 member's base salary rate by the average FTE at which the bargaining unit member was
31 appointed during the length of service required to qualify for the sabbatical leave.

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33 The bargaining unit member's base salary rate shall be determined using the annual rate in
34 effect at the time the leave begins.

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36 **Salary for 9-Month Bargaining Unit Members**

- 37 • One academic year (three terms) on 70 percent of salary; or
38 • Two-thirds of an academic year (two terms) on 85 percent of salary; or
39 • One-third of an academic year (one term) on 100 percent of salary.

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41 **Salary for 12-Month Bargaining Unit Member**

- 42 • One year (twelve months) on 70 percent of salary; or
43 • Two-thirds of a year (eight months) on 85 percent of salary; or
44 • One-third of a year (four months) on 100 percent of salary.

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46 The bargaining unit member remains eligible for negotiated salary increases while on

1 sabbatical leave.

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3 **Section 4.** Sabbatical leave shall be granted by the Provost when a bargaining unit member
4 has submitted an application for sabbatical leave demonstrating the leave will be used for
5 research, writing, advanced study, travel for observation and study of conditions relevant to
6 the applicant's field, or related scholarly or professional activities.

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8 When signed by all parties, the Sabbatical Leave Agreement becomes a binding contract.
9 Revision of the Sabbatical Leave Agreement must be approved by all parties to the original
10 Agreement.

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12 **Section 5.** At the end of the sabbatical leave, the bargaining unit member shall submit a
13 report of the accomplishments and benefits resulting from the leave, filing copies with the
14 academic unit head, the Dean, and the Provost.

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16 **Section 6.** Each bargaining unit member shall sign an agreement to return to Oregon State
17 University for a period of time equal to the sabbatical leave period. If a bargaining unit
18 member fails to fulfill this obligation, the bargaining unit member shall repay the full salary
19 paid during the sabbatical leave plus the health care and retirement contribution paid by
20 Oregon State University on behalf of the bargaining unit member during the leave. This
21 amount is due and payable within three months following the date designated in the
22 Sabbatical Leave Agreement for the bargaining unit member to return to Oregon State
23 University.

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25 **Section 7.** Bargaining unit members may supplement their sabbatical salaries to a
26 reasonable degree, provided that such supplementation strictly conforms to the stated and
27 approved purposes of the sabbatical leave. Supplementation of sabbatical leave paid from
28 grants and contracts must be set up as a secondary job and approved by the sponsoring
29 agency.