

1 UNITED ACADEMICS PROPOSAL

2  
3 SABBATICAL LEAVE

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

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13 **Section 2.** All bargaining unit members who have achieved promotion and meet the  
14 length of service requirements described in the university Sabbatical Leaves policy are  
15 eligible to apply for a sabbatical leave.

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

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

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

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

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

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- 31 • One year (12 months) on 70 percent of salary; or
  - 32 • Two-thirds of a year (eight months) on 85 percent of salary; or
  - 33 • One-third of a year (four months) on 100 percent of salary.

34 The faculty member remains eligible for negotiated salary increases while on sabbatical  
35 leave.