



CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
Office of Human Resource Services
MOU: Sabbatical Leave Fund Adjustments



MEMORANDUM OF UNDERSTANDING
BETWEEN
CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
AND
CHABOT-LAS POSITAS FACULTY ASSOCIATION

25 January, 2008

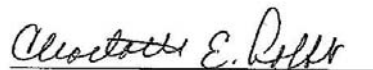
In order to remedy overcharges in Academic Years 2003-04 through 2007-08, inclusive, the District and Faculty Association agree that the District shall make the adjustments to the Sabbatical Leave Fund as follows:

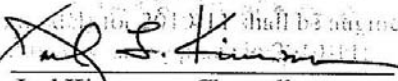
1. The carry-over balance at the end of 2007-08 (after funding current year leaves) shall be set at \$51,626, to reflect a revised actual current-year cost of \$121,833;
2. For 2008-09, the normal allocation of \$275,409 (per 1% model) shall be augmented by \$122,400, so that a total of \$449,435 is available to fund sabbatical leaves taking place in 2008-09;
3. Similarly, the normal allocation (per 1% model) for 2009-10 shall be augmented by \$150,000 to fund additional sabbatical leaves taking place in 2009-10;
4. Similarly, the normal allocation (per 1% model) for 2010-11 shall be augmented by \$150,000 to fund additional sabbatical leaves taking place in 2010-11;

Further, each year, once the relevant actual salary and benefits data become available, the District and Faculty Association shall jointly perform a recalculation, or "true-up" of the credits and charges to the fund, to ensure accuracy in compliance with Sections 12A.2 and 12A.4. This recalculation shall be done in such time that any adjustment to the balance may be used to fund additional sabbatical leaves in the immediately subsequent year.

Furthermore, it is agreed that in cases where adjunct backfill is used in lieu of a full-time leave replacement, average adjunct replacement cost will be used in the recalculation. For 2007-08, the cost is calculated at 70% of the Full-time salary at Column III/Step 6, plus 7% for statutory benefits. In future years, the District and FA shall jointly determine average adjunct backfill cost. If the member on leave is replaced with less than 1.0 FTEF, the replacement cost shall be prorated commensurately.

Signed and entered into this 25th day of January, 2008.


Charlotte E. Lofft, President
Chabot-Las Positas
Faculty Association


Joel Kinnamon, Chancellor
Chabot-Las Positas
Community College District

Reference: Article 12A.2 - Faculty Collective Bargaining Agreement