

**SAN JOSE STATE UNIVERSITY
ONE WASHINGTON SQUARE
SAN JOSE, CA 95192**

Amendment B to University Policy F08-4, Sabbatical Policy

Legislative History:

At its meeting of October 2, 2023, the Academic Senate approved the following resolution presented by Senator French for the Professional Standards Committee. This proposal would amend the policy on sabbatical leaves.

Rationale: The CSU/CFA Collective Bargaining Agreement that went into effect on February 3, 2022 updated the language regarding eligibility for sabbatical leaves to provide clarity on the timelines for eligibility. The language in F08-4 still contains ambiguity about the timelines, which can be resolved by mirroring the CBA language.

Resolved: That section II of F08-4 (Sabbatical Leaves) be modified as follows:

II. Eligibility

According to the Collective Bargaining Agreement: "A full-time faculty unit employee shall be eligible for a sabbatical leave if they have served full-time for six (6) years at that campus in the preceding seven (7) year period prior to the leave and at least six (6) years after any previous sabbatical leave or difference in pay leave. Credit granted towards the completion of the probationary period for service elsewhere shall also apply towards fulfilling the eligibility requirements for a sabbatical. A leave of absence without pay or service in an academic administrative appointment excluded from the bargaining unit shall not constitute a break in service for eligibility requirements. Sabbatical leave eligibility is calculated starting with the next academic year after a sabbatical is taken."

**Approved and signed by President
Cynthia Teniente-Matson on November
1, 2023.**

Approved: September 25, 2023

Vote: 5-0-0

Present: Barrera, Chen, French, Kazemifar, Pendyala

Absent: Lacson, Raman, Smith

Financial Impact: None anticipated

Workload Impact: None anticipated