

Policy Manual



Title: Sabbatical Leave	Number: 6Hx2-4.27
Legal Authority: Fla. Statutes 1012.855	Page: 1 of 1

GENERAL STATEMENT

The College strongly encourages and supports the professional growth and development of Faculty and Administrators and, to that end, offers the opportunity for sabbatical leave. The College will, within the limits of its available resources and based on operational needs of each department, support Faculty and Administrator's participation in sabbatical leave for the purpose of improving the Faculty and Administrator's effectiveness with students in and outside the classroom as well as contributing to the College and the overarching goal of student success. All sabbatical activities must be pre-approved.

THE POLICY and THE FACULTY and STAFF

Administrators. Administrators with at least five continuous years of full-time service to the College and not enrolled in the FRS DROP program may apply for a full year sabbatical leave at half pay, a one-term leave at full pay, or the equivalent of a one-term leave over a full academic year. The primary reason for these sabbatical leaves shall be to further professional development related to current or potential College employment opportunities. Recipients of sabbatical leave shall return to the College and serve one full year for each academic semester of sabbatical leave granted. If the employee does not remain at the College for the length of time required by this obligation, the employee shall reimburse the College for salary paid during the sabbatical leave. The amount of repayment shall be determined on a pro rata basis according to the number of days worked since the completion of the sabbatical leave compared to the total number of days obligated.

Pursuant to College Policy 6Hx2-3.25, *Resignation and Termination of Non-Instructional Personnel*, the College reserves the right to consider the need to terminate any Administrator on sabbatical leave who commits any act or engages in any conduct that would justify grounds for termination under the terms and conditions of his/her regular employment contract. The President is authorized to establish detailed procedures to implement this policy.

Faculty. The requirements and obligations regarding sabbatical leave for Faculty members are contained in Article 6.30 Sabbatical Leave of the *Collective Bargaining Agreement between the Board of Trustees of Broward College and the United Faculty of Florida Broward College Chapter*.

IMPLEMENTATION and OVERSIGHT

The Vice Provost, Academic Affairs has responsibility for the implementation and oversight of this policy for Faculty and the Executive Director, Talent and Culture and/or his/her designee has responsibility for the implementation and oversight of this policy for Administrators.

VIOLATION OF POLICY

Policy violations and appeals by Faculty will be investigated by the College Provost/Senior Vice President of Academic Affairs and Student Services or his/her designee, and for Administrators will be investigated by the Executive Director, Talent and Culture or his/her designee. Violations may result in disciplinary actions up to and including termination of employment.

History: Revised as Policy 3.20 on October 16, 1984; revised on August 14, 1991; revised and re-numbered on May 21, 1997; revised on May 26, 2004; revised on October 25, 2006; revised and re-numbered December 11, 2012; revised on January 22, 2013; revised on February 25, 2020

Approved by the Board of Trustees	Date: 02/25/2020	President's Signature 	Date: 02/25/2020
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