

ARTICLE 27

SABBATICAL LEAVES

27.1 A sabbatical leave is for the purpose of enhancing the University educational environment and facilitating the professional development of eligible faculty unit employees by affording opportunities for sustained focus on research, scholarly, and creative activity, instructional improvement or professional currency.

27.2 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 unless a campus policy calculates eligibility differently.

27.3 The faculty unit employee shall submit an application for a sabbatical leave. The application shall include a statement of the purpose of the sabbatical, a description of the proposed project and the CSU resources, if any, necessary to carry it out, and a statement of the time requested, which shall not exceed one (1) year.

27.4 Application and response deadlines shall be established by the President after considering recommendations from the Professional Leave Committee.

27.5 A Professional Leave Committee composed of tenured faculty unit employees shall review sabbatical applications. The Professional Leave Committee shall be elected by probationary and tenured faculty unit employees. A faculty unit employee applying for a sabbatical leave shall not be eligible for election to the Professional Leave Committee. The recommendation ensuing from such a review shall be submitted to the appropriate administrator. This review shall

**Commented [SG1]:** CFA proposed the following addition on 4/10/2026 - "The parties recognize that faculty seeking promotion and/or reappointment may enjoy priority consideration, as their eligibility for promotion or continued employment is dependent upon a demonstration of research, scholarly, and creative activity, instructional improvement, or professional currency."  
The CSU rejects this modification.

**Commented [SG2]:** CFA re-proposed to strike "A full-time" on 4/10/2026. The CSU rejects this modification.

**Commented [SG3]:** CFA re-proposed the following addition on 4/10/2026 - "Faculty who work less than full-time shall receive sabbatical salary at the timebase of their most recent appointment."  
The CSU rejects this modification.

**Commented [SG4]:** CFA re-proposed the following modifications on 4/10/2026 - "A Professional Leave Committee composed of tenured faculty unit employees shall review sabbatical applications. Each Campus's Professional Leave Committee shall include at least one "temporary" faculty member who shall receive compensation for their service duties on the committee. The Professional Leave Committee shall be elected by probationary and tenured faculty unit employees."  
The CSU rejects these modifications.

consider questions related to the quality of the proposed sabbatical project.

27.6 A copy of the application shall be sent to the faculty unit employee's department. The department shall provide a statement to the appropriate administrator regarding the possible effect on the curriculum and the operation of the department should the employee be granted a sabbatical.

27.7 Prior to making a recommendation to the President regarding the sabbatical leave application, the appropriate administrator shall consider the recommendations pursuant to provisions 27.5 and 27.6, other campus program needs and campus budget implications.

27.8 Prior to making a final determination regarding the sabbatical leave and the conditions of such an approved leave, the President shall consider the recommendations made pursuant to provisions 27.5, 27.6, and 27.7. The President shall respond in writing to the applicant and such a response shall include the reasons for approval or denial. If a sabbatical leave is granted, the response shall include any conditions of such a leave. A copy of this response shall be provided to the affected department and the Professional Leave Committee. If a sabbatical leave is denied based on factors other than the merit of the proposal as identified in 27.6 or 27.7, and such denial results in fewer sabbaticals being awarded than 12% of eligible faculty as defined in 27.10, upon request of the faculty unit employee, the sabbatical leave shall be deferred until the following academic year, at which point the leave, if the underlying conditions supporting the proposal remain in effect, shall be granted. If a sabbatical leave was denied in the immediate year prior due to the factors identified in provision 27.6, an application for a sabbatical submitted for the following academic year shall not be denied based on these factors.

27.9 Final approval of a sabbatical leave shall not be granted until the applicant has filed with the President ~~a suitable bond or an accepted statement of assets (not including PERS holdings) and/or~~ a promissory note that is individually or collectively at least equal to the amount of salary paid during the leave. The guarantee posted shall indemnify the State of California against loss in the event the employee fails to render the required service in the CSU following return of the employee from the sabbatical leave. The guarantee posted shall immediately be canceled in full upon completion of required service or upon waiver of that service by mutual agreement of the faculty member and the CSU.

**Commented [SG5]:** CFA noted the following on 4/10/2026 - "[\*CFA is only agreeing to retreat on this percentage so long as the CSU agrees to expand eligibility for long-serving "temporary" faculty who have been excluded in the past.]"

**Commented [SG6]:** The parties are in agreement of striking this language.

27.10 a. It is the intent of this Article that faculty unit employees eligible for sabbatical leave who meet the conditions of this Article receive their sabbatical leave, subject to provision 27.7.

b. ~~Effective beginning with sabbatical leaves granted for the 2007-2008 academic year, a~~ All applications for sabbatical leave at one-half (1/2) of full salary shall be approved if they meet the criteria set forth in provisions 27.5 – 27.8. If there are a sufficient number of faculty unit employees eligible for sabbatical leave who meet the conditions of this Article, then a campus shall grant no fewer sabbatical leaves than twelve percent (12%) of the total number of campus faculty unit employees eligible to apply for such leaves in that year in addition to those faculty approved for a sabbatical at one-half (1/2) of full salary. Sabbaticals deferred according to 27.8 shall be counted in the year they are taken.

c. Arrangements may be developed by the department and approved by the President to accommodate granting sabbatical leaves for faculty unit employees whose leaves have been approved. Such arrangements may include rearranging workload within the department, and other University funding. No faculty unit employee will be involuntarily required to work in an overload situation by such arrangements.

d. A faculty member who experiences a documented loss of external funding critical to their sabbatical plan prior to the start of their sabbatical or faces some other unforeseen event may request a deferral and the request shall not be unreasonably denied by the appropriate administrator. Faculty unit employee requests for deferral of an approved sabbatical for other reasons will be considered by the appropriate administrator. Approved sabbatical deferrals requested by faculty unit employees will be considered as part of the 12% target in the year the sabbatical is granted.

27.11 The salary of an academic year faculty employee or an academic year counselor faculty unit employee on a sabbatical leave shall be in accordance with the following:

- a. one (1) semester at full salary;
- b. two (2) semesters at one-half (1/2) of full salary;

**Commented [SG7]:** The parties are in agreement of striking this language.

**Commented [SG8]:** CFA noted the following on 4/10/2026 - [**\*CFA is only agreeing to retreat on this percentage so long as the CSU agrees to expand eligibility for long-serving "temporary" faculty who have been excluded in the past.**]

**Commented [SG9]:** In response to proposed CFA language, CSU proposed the following language on 1/29/26 - "**A faculty member who experiences a documented loss of external funding critical to their sabbatical plan or faces some other unforeseen event may request a deferral.**" CFA proposed the following counter proposal on 4/10/2026 with additional language- "**A faculty member who experiences a documented loss of external funding critical to their sabbatical plan or faces some other unforeseen event may request a deferral, and the request shall not be unreasonably denied.**" The CSU is making a counter proposal.

**Commented [SG10]:** CFA noted the following on 4/10/2026 - [**\*CFA is only agreeing to retreat on this percentage so long as the CSU agrees to expand eligibility for long-serving "temporary" faculty who have been excluded in the past.**]

- c. one (1) quarter at full salary;
- d. two (2) quarters at three-fourths (3/4) of full salary;
- e. three (3) quarters at one-half (1/2) of full salary.

**Commented [SG11]:** CFA proposed striking 27.11 (c) - (e) on 4/10/26. The CSU rejects these deletions.

The salary of a librarian, 12 month faculty employee, or 12-month counselor faculty unit employee on a sabbatical leave shall be in accordance with the following:

At semester campuses:

- f. four (4) months at full salary;
- g. eight (8) months at one-half (1/2) of full salary.

At quarter campuses:

- h. three (3) months at full salary;
- i. six (6) months at three-fourths (3/4) of full salary;
- j. nine (9) months at one-half (1/2) of full salary.

**Commented [SG12]:** CFA proposed deleting "At quarter campuses" and subsections (h) - (j) on 4/10/26. The CSU rejects these deletions.

- 27.12 The start date of a sabbatical for a 12-month faculty employee with instructional responsibilities shall coincide with the start date of the appropriate academic term.
- 27.13 Faculty employees serving as department chairs (class codes 2481, 2482) shall be assigned to the equivalent 12-month or academic year instructional faculty classification (e.g. 2361, 2360) for the duration of the sabbatical, and will not receive the department chair stipend while on sabbatical leave.
- 27.14 If a faculty unit employee occupies a split position with both academic year and 12-month components, the higher appointment time base will normally be used to establish whether the faculty unit employee is placed into an academic year position or a 12-month position for the duration of the sabbatical. Upon request of the faculty unit employee and approval of the appropriate

administrator, a faculty unit employee whose majority appointment is on a 12-month basis may be assigned to an academic year position for the duration of the sabbatical.

27.15 A sabbatical of two (2) semesters or two (2) or three (3) quarters may be implemented within a two (2) consecutive year period, subject to the recommendations of the Professional Leave Committee and the appropriate administrator and the approval of the President.

27.16 A faculty unit employee on sabbatical leave shall be considered in work status and shall receive health, dental and appropriate fringe benefits provided by the CSU in the same manner as if they were not on sabbatical leave.

27.17 A faculty unit employee on sabbatical leave shall be entitled to accrue sick leave, vacation, and service credit toward service salary increase eligibility, eligibility toward promotion, if applicable, and seniority.

27.18 A faculty unit employee on sabbatical leave shall not be directed to engage in teaching or service to the department, college, or University while on leave.

A faculty unit employee on sabbatical leave shall not accept additional and/or outside employment without prior approval of the President.

27.19 A faculty unit employee granted a sabbatical leave shall be required to provide verification that the conditions of the leave were met **including, but not limited to a submission of an activity report.** The statement of verification shall be provided to the President and the Professional Leave Committee. If the campus has a policy that provides for verification in a different manner and/or specifies different recipients of the verification, then that campus policy shall be followed in lieu of the above. **A faculty unit employee who fails to provide verification that the conditions of the leave were met may not be eligible for subsequent sabbatical leave as determined by campus policy.**

**Commented [SG13]:** The parties are in agreement with this proposed modification.

**Commented [SG14]:** The CSU proposed the following modification on 1/29/26 - "A faculty unit employee who fails to provide verification that the conditions of the leave were met shall not be eligible for subsequent sabbatical leave."

CFA made a counter-proposal on 4/10/2026 as follows:  
"A faculty unit employee who fails to provide verification that the conditions of the leave (determined by campus policy) were met, shall may not be eligible for subsequent sabbatical leave until such verification has been provided."  
The CSU is making a counter proposal.

27.20 A faculty unit employee shall render service to the CSU upon return from a sabbatical leave at the rate of one (1) term of service for each term of leave.

27.21 When the President determines that financial conditions warrant cost-saving measures, the President may, within sixty days of the start of the academic year, suspend the sabbatical program under this Article and Article 38.6(i) for that academic year. Unless the President again determines, at least thirty days before the start of the academic year that the suspension shall continue, this Article shall automatically resume in the next academic year.

During any academic year in which the sabbatical program is suspended, no new sabbatical applications shall be accepted. However, any sabbaticals that were previously approved and scheduled to begin in the suspended year shall continue.

**Commented [SG15]:** The CSU proposed the following modification on 1/29/26 - “When the President determines that financial conditions warrant cost-saving measures, the President may, within sixty days of the start of the academic year, suspend the sabbatical program under this Article and Article 38.6(i) for that academic year. Unless the President again determines, at least thirty days before the start of the academic year that the suspension shall continue, this Article shall automatically resume in the next academic year.”

During any academic year in which the sabbatical program is suspended, no new sabbatical applications shall be accepted. Unless the President determines to continue the suspension, any sabbaticals that were previously approved and scheduled to begin in the suspended year shall be deferred to the next academic year.”

The CSU is re-proposing this language with a modification.