

MEMORANDUM OF UNDERSTANDING

COVID-19 DELAY OF SABBATICALS FOR 2020-2021

This MEMORANDUM OF UNDERSTANDING (“MOU”) is entered into by and between the Santa Monica Community College District (“District”) and Santa Monica College Faculty Association (“FA”) as of May 7, 2020.

WHEREAS, the FA has raised concerns that the COVID-19 pandemic may make some approved 2020-2021 sabbaticals impractical to complete in the intended semester; and

WHEREAS, the postponing of a sabbatical leave to a later semester results in no additional cost to the District; and

WHEREAS, the postponing of a sabbatical leave may allow a more thorough completion of the proposed sabbatical project;

NOW, THEREFORE, in consideration of the covenants and agreements herein contained, the parties agree as follows:

1. This agreement shall apply only for approved sabbaticals scheduled to be taken during fall 2020 and spring 2021 semesters.
2. Those faculty members with approved sabbaticals who wish to continue with their sabbatical project as planned may do so.
3. Those faculty members with approved sabbaticals who wish to postpone their sabbaticals due to ongoing COVID-19 restrictions and concerns shall be authorized to do so as long as their department chair and appropriate area vice president agree that moving the sabbatical to the proposed semester does not create undue hardship in the department.
4. Those faculty members with approved sabbaticals who believe they can still complete the goals of their stated sabbatical but at an alternate location shall submit an addendum to their sabbatical proposal to the Sabbaticals and Fellowships Committee for approval. The addendum shall clearly state how the change in location will not be detrimental to their project goals.

IN WITNESS WHEREOF, the parties have hereunto set their hand by their respective representatives as of the date first set forth above.

THE DISTRICT



SMC FACULTY ASSOCIATION

