

MEMORANDUM OF UNDERSTANDING

Sabbatical Calculation

WHEREAS, the Parties agree that some combinations of tenure-track contract duration and sabbatical credit upon hire may potentially create a situation where an individual might meet the criteria for sabbatical prior to being obligated to apply for tenure,

The Parties agree to modify the language of 21.34 to include the following sentence in the paragraph below:

Tenured Members are eligible for a full sabbatical leave after six (6) years and for a half sabbatical leave after three (3) years of service at Brandon University. Service to be counted as time towards a sabbatical must be uninterrupted by a sabbatical or by any other leave declared by the Employer to be for the same purpose as sabbatical leave. A Member shall be entitled to count similar previous service at any recognized university toward a first sabbatical leave at Brandon University (excluded service includes, but is not limited to, sessional appointments and graduate teaching assistantships). Such service shall be counted two (2) years elsewhere as one (1) year at Brandon University to a maximum of two (2) years toward a full sabbatical leave and one (1) year toward a half sabbatical leave and shall be stipulated in the original letter of appointment. The excess service due to the application of Article 21.26 or 21.27 shall be counted as accumulated service towards sabbatical. Where the combination of tenure-track contract duration and sabbatical credit upon hire create a situation where an individual meets the criteria for sabbatical prior to being obligated to apply for tenure, the Member may carry forward the excess sabbatical credit, to a maximum of three (3) years, to use after their successful attainment of tenure. The excess service due to the application of Article 21.26 or 21.27 shall be counted as accumulated service towards sabbatical.

  
On behalf of the BUFA

Print Name: **BRYAN HILL**  
Date: **April 8 / 2020**

  
On behalf of Brandon University

Print Name: Dr. Steven Robinson  
Vice-President (Academic & Provost)  
Date: April 8, 2020