

FACTORS IMPACTING SABBATICAL ELIBILITY**Professional Leave
without Pay**

One (1) academic year in which professional leave without pay is taken at any percentage shall count towards eligibility in any given qualifying period. Subsequent years in which professional leave without pay is taken at any percentage shall not count towards eligibility.

**Personal Leave
without Pay**

Any academic year in which one (1) or more semesters of personal LWOP taken at any percentage shall not count towards sabbatical eligibility.

Paid Parental Leave

Paid parental leaves as provided for in CBA 23.4 shall have no impact on eligibility unless an extension of the probationary clock is granted.

**Extending
Probationary
Period/“Stopping the
Clock”**

Extending a probationary period or “stopping the clock” during the probationary period granted for any reason specified in CBA 13.7 – 13.8 shall not count towards sabbatical eligibility.