Policies to be Repealed

These four policies are to be repealed following adoption of BP 7340 – Leaves. 12/11/14

MATERNITY LEAVE H0560

Pursuant to the provisions of state and federal law, it is the policy of Napa Valley College to treat maternity leave in the same manner as leaves for temporary disabilities. The board shall not execute any collective bargaining agreement with a representative unit which contains maternity leave provisions contrary to state and federal law.

Adopted 3/9/65 (former policies 4560, 5410)
Revised 4/14/71, 5/12/83

Repealed XX/XX/XX –To be repealed once new BP 7340- Leaves is adopted. Also, addressed in collective bargaining agreements.

INDUSTRIAL ACCIDENT AND ILLNESS LEAVE H5420

The Napa Valley Community College District shall maintain a worker’s compensation program, including provisions for injury or illness related to a compensable injury or illness in accordance with the California Education Code, the labor code, and applicable labor contracts.

Education Code Section 88192
First Reading Approved 01/25/79
Updated 6/02

Repealed XX/XX/XX –To be repealed once new BP 7340- Leaves is adopted. Also, addressed in collective bargaining agreements.

INDUSTRIAL ACCIDENT AND ILLNESS LEAVE H4535

The Napa Valley Community College District shall maintain a worker’s compensation program, including provisions for injury or illness leave related to a compensable injury or illness in accordance with the California Education Code, the labor code, and applicable labor contracts.

Education Code Section 87787
Approved 3/8/79
Updated 6/02 per Ed Code

Repealed XX/XX/XX –To be repealed once new BP 7340- Leaves is adopted. Also, addressed in collective bargaining agreements.
SABBATICAL LEAVE

1. Unit members whom the District considers to be regular academic unit members shall be eligible for sabbatical leave upon completion of seven (7) years of continuous service.
   1.1 A one-semester sabbatical will be paid at one hundred percent (100%) of the salary and benefits, subject to the seven-year load average proration.
   1.2 A one-year sabbatical will be paid at sixty percent (60%) of salary, subject to the seven-year load average proration. Benefits for a one-year sabbatical will be treated as follows: medical, dental, vision, life and unit member assistance benefits will be paid at the level prescribed by the agreement for a full-time unit member, subject to modification (see

2. An instructor granted a sabbatical leave must agree in writing to return and teach in the district for at least two full years immediately following his/her leave. A performance bond to guarantee such return may be required.

3. An instructor desiring sabbatical leave must make application for such leave, in writing, to the Professional Development Committee. The Professional Development Committee shall make a recommendation regarding the disposition of all applications to the Superintendent/President and to the board at the regular meeting in February of the year preceding the desired leave. In his/her application, the instructor shall state his/her term of service in the district, his/her program for the period of the sabbatical and his/her willingness to return to the district.

4. A sabbatical leave may be granted to pursue a course of study, to conduct research relative to the applicant's field, or to engage in any specific activity which, in the judgment of the Professional Development Committee, will enable him/her to improve the quality of his/her work, or to make a significant contribution to the science of his/her field.

5. Compensation for an instructor on full academic year leave shall be sixty percent of the salary, subject to the seven-year load proration. (For faculty members who worked less than full-time any portion of the seven years immediately prior to the sabbatical leave, compensation and benefits would be prorated based on the average load for the seven-year period. to which she/he is otherwise entitled; for an instructor on leave for one semester, compensation shall be the full salary to which she/he is otherwise entitled. District health and welfare contributions will continue during the leave.

6. An instructor returning from sabbatical leave shall file a report for inclusion in his/her professional growth file with the Professional Development Committee before the sixth week of the term. This report shall outline his/her activities on leave, state the outcome of any research, and include a copy of transcript of credits earned from courses, if any, taken during the period of leave.

7. A year sabbatical leave shall be counted as a year of experience on the salary schedule, and no break in service shall be imputed as a result of taking sabbatical leave.

Approved 3/9/65 (old #4152.1)
Revised 5/19/69, 7/10/69
Updated 4/03/00 Title Updates

Repealed XX/XX/XX –To be repealed once new BP 7340- Leaves is adopted. Also, addressed in collective bargaining agreements.