

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
NORTHEASTERN ILLINOIS UNIVERSITY AND
UNIVERSITY PROFESSIONALS OF ILLINOIS LOCAL 4100

December 14, 2021

Preamble: Northeastern Illinois University (NEIU) and the University Professionals of Illinois Local 4100 (UPI) seek to clarify the existing process for awarding sabbatical and educational leaves to bargaining-unit members. Pursuant to conversations between the University and UPI regarding the award of sabbatical and educational leaves, both parties have agreed to replace CBA parts 19.02.F and 19.03.E with the language below:

[SABBATICALS]

19.02.F. Priority

1. If the number of academically acceptable sabbatical leave proposals exceeds the number of available sabbatical leaves at the University, priority of award shall be informed by 1) the academic strengths of the proposal as ranked by the awards committee, and 2) full time years of service if this would be a first sabbatical, or years of service since the last sabbatical. A sabbatical may be deferred to a later date if necessitated by program need. Notice of deferral must be given upon notification of receipt of the sabbatical. The Teaching Professional or Resource Professional whose sabbatical is deferred will begin accruing years of service toward eligibility toward the next sabbatical with the year following the initial granting of the sabbatical.
2. If the number of academically acceptable sabbatical leave proposals is greater than the number of sabbatical leaves available in a given year, the granting of a sabbatical leave may be considered on the basis of exception if the subject matter proposed is time-sensitive or merits exceptional consideration.

[EDUCATIONAL LEAVES]

19.03.E. Priority

If the number of acceptable educational leave proposals exceeds the number of available educational leaves at the University, priority of award shall be informed by 1) the academic strengths of the proposal as ranked by the awards committee, and 2) full time years of service if this would be a first educational leave, or years of service since the last educational leave.

Nancy A. Matthews
For the Union

Dec 14, 2021
Date

Markell A. Johnson
For the University

12/14/2021
Date