

**"SLIDING SCALE" OF VALUES
FOR EVALUATING SABBATICAL LEAVE PROPOSALS**

CRITERION:

- #1 Value to District, to students and to the unit member. (What the applicant may contribute following his/her return, through classroom teaching, leadership, curriculum development or teaching methods.)
- #2 Applicants not previously having been granted sabbaticals shall be given preference over candidates who have previously been granted sabbaticals.
- #3 If 1st sabbatical application, number of years since hiring date; otherwise number of years since last sabbatical.
- #4 Reasonable distribution in every discipline to the extent required by educational considerations.

According to the Contract, Criterion #1 has PRECEDENCE over #2, #2 has PRECEDENCE over #3, etc., i.e., #1 is more important and must be weighed more heavily, etc.

CRITERION #1: Rate applications on a scale of 0 to 25					
CRITERION #2: Give 12 points to a first time application, 6 to a second, 3 to a third, 1.5 for a fourth, 0 beyond a fourth (By giving criterion #1 25 points potentially, #1 is being given PRECEDENCE over #2, which has only 12 points potentially.					
CRITERION #3: Add the number of years since hiring date (in the case of 1st application) and number of years since last sabbatical (in the case of second and third applications), not to exceed 11 points. (By giving #3 6 points potentially for minimum number of years to meet eligibility, and a maximum of 11 points, #3 is being given third priority.) (See Article 5.6.3)					
TOTALS					

CRITERION #4:
Having made all other determinations, and having discovered that granting leaves based on the foregoing formula will cause a clear imbalance in the disciplines (departments, areas, colleges?), then of 2 people in the same discipline each of whom would receive a leave based on the formula, a leave will be granted only to the applicant who has the highest number of points.

SAMPLE/"SLIDING SCALE" OF VALUES

FOR EVALUATING SABBATICAL LEAVE PROPOSALS

CRITERION:

- #1 Value to District, to students and to the unit member. (What the applicant may contribute following his/her return, through classroom teaching, leadership, curriculum development or teaching methods.)
- #2 Applicants not previously having been granted sabbaticals shall be given preference over candidates who have previously been granted sabbaticals.
- #3 If 1st sabbatical application, number of years since hiring date; otherwise number of years since last sabbatical.
- #4 Reasonable distribution in every discipline to the extent required by educational considerations.

According to the Contract, Criterion #1 has PRECEDENCE over #2, #2 has PRECEDENCE over #3, etc., i.e., #1 is more important and must be weighed more heavily, etc.

***** E X A M P L E S *****

CRITERION #1: Rate applications on a scale of 0 to 25	15	25	20	10	15
CRITERION #2: Give 12 points to a first time application, 6 to a second, 3 to a third, 1.5 to a fourth, 0 beyond a fourth (By giving criterion #1 25 points potentially, #1 is being given PRECEDENCE over #2, which has only 12 points potentially.)	6 2nd appl	3 3rd appl	6 2nd appl	12 1st appl	12 1st appl
CRITERION #3: Add the number of years since hiring date (in the case of 1st application) and number of years since last sabbatical (in the case of second and third applications), not to exceed 11 points. (By giving #3 6 points potentially for minimum number of years to meet eligibility, and a maximum of 11 points, #3 is being given third priority.) (See Article 5.6.3)	8 8 years	8 8 years	11 11 years	6 6 years	8 8 years
TOTALS	29	36	37	28	35

CRITERION #4:

Having made all other determinations, and having discovered that granting leaves based on the foregoing formula will cause a clear imbalance in the disciplines (departments, areas, colleges?), then of 2 people in the same discipline each of whom would receive a leave based on the formula, a leave will be granted only to the applicant who has the highest number of points.