Memorandum of Understanding between the Rancho Santiago Community College District and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA

Santiago Canyon College Sabbatical Leave Opportunities for Full-time Tenured Faculty

November 24, 2025

This Memorandum of Understanding ("MOU") is entered into by and between the Rancho Santiago Community College District ("District") and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA ("FARSCCD"), and collectively "the Parties") and is expressly made pursuant to the Educational Employment Relation Act and the current Collective Bargaining Agreement ("CBA"). This MOU represents a one-time, non-precedent setting agreement between FARSCD and the District.

Due to the budget situation facing Santiago Canyon College during the 2025-26 year, the Parties recognize the possible need for limitations on sabbatical leave opportunities during the 2026-2027 and 2027-2028 fiscal years. Understanding the fiscal climate along with the importance of supporting academic research, it is agreed that:

- Santiago Canyon College will honor the one (1) year approved Sabbatical Leave application for Yanina Valdos for Independent Research and Professional Growth for the 2026-2027 academic year, and

- One (1) additional full-year or two (2) one-semester sabbatical(s) will be considered by the College President from the applications submitted by December 15, 2025 to the Sabbatical Leave Committee for review and referral.

- The Parties agree to budgeting for a minimum of three (3) one year or six (6) semester-long or any combination thereof, sabbaticals for the 2027-2028 academic year. The Parties will reconvene during 2026-2027, by September 15, 2026, to review the fiscal feasibility of supporting additional sabbatical leave for the 2027-2028 academic year, in alignment with fiscal resources and budget priorities. If it is determined that additional sabbatical leave for the 2027-2028 year can be supported, then all Sabbatical Leave opportunities for Santiago Canyon College and Orange Education Center will be communicated clearly to the faculty when the call for applications is distributed by October 15th.

For the District:

Kristin Olson (Nov 26, 2025 13:44:28 PST) Nov 26, 2025

Kristin Olson, Esq. Date
Vice Chancellor, Human Resources

For FARSCCD:

Madeline Grant Nov 26, 2025

Madeline A. Grant Date
President, FARSCCD

MOU - SCC Sabbatical Leaves 2026-2028 final_Nov_2025

Final Audit Report 2025-11-26

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