

ARTICLE 15

REDUCED LOAD

- 15.1 **ELIGIBILITY:** Any full-time regular employee is eligible for, and may request, a reduction in workload. This may be a temporary or permanent arrangement.
- 15.2 **INITIATION OF REQUEST:** The reduced workload request is initiated by the employee and must be forwarded through channels for action by the Board.
- 15.3 **WORKLOAD:** The minimum workload shall be one-half (1/2) of the annual full-time workload as defined in Article 7 in this Agreement. Employees who serve under this plan shall be given the same consideration as regular employees in regard to class assignments, scheduling and class sizes. Employees who select one-half (1/2) of a full-time workload may fulfill their assignment in one (1) semester. Employees shall meet contractual obligations other than teaching in proportion to the load worked.
- 15.3.1 **Salary.** Salary shall be in direct proportion to workload and may, with agreement of District, be pro-rated over twelve (12) months.
- 15.3.2 **Fringe Benefits.** The employee on reduced workload shall retain all rights and benefits of a full-time employee, including all fringe benefits.
- 15.3.3 **STRS.** The employee and the District shall make contributions to the STRS in proportion to the load worked, and the employee shall receive proportionate service credit.
- 15.3.4 **Modification.** Requests for modification of the reduced workload must be approved by the Board.
- 15.3.5 **Sabbatical Leave Qualifications.** To qualify for a sabbatical leave, the last two (2) years of the requisite six (6) years of full-time service must directly precede the year of the employee's proposed sabbatical leave.
- 15.3.6 **Notification Dates.** An employee requesting participation in this reduced load option must apply for consideration by January 15 for the following academic year or by September 15 for the following spring semester.
- 15.3.7 **Contract.** Mutual consent to the conditions noted above must be reached for the following academic year by May 1, or by December 1 for the following spring semester.