SIDE LETTER

The Board and the SIUC Faculty Association recognize that the current Agreement between the Board of Trustees of Southern Illinois University and the SIUC Faculty Association, IEA/NEA (July 1, 2006 – June 30, 2010) contains incorrect language regarding sabbatical leaves. The Board and the SIUC Faculty Association wish to correct this error prior to the ratification of a new contract and agree that the following language will be used in substitution for the language in Section 15.03 Sabbatical Leaves. All other elements of Article 15 will remain as is for the duration of the Agreement. It is agreed that the new language below will be effective with the beginning date of the Agreement (July 1, 2006).

a. Eligibility: A tenured member of the Faculty is eligible to apply for a sabbatical leave only after completing five (5) years of full-time service in the bargaining unit at the University. A sabbatical leave shall not be granted to the same Faculty member more than once every six (6) academic years. The approval of an application for sabbatical of an un-tenured Faculty member shall be contingent upon granting of tenure by the Board. All time spent on unpaid leaves of absence shall be excluded in the calculation of sabbatical eligibility.

b. Leave Periods:

(1) Full Sabbatical Option. At the end of five years of service from the initial date of full-time employment or five years of service from the termination date of a previous sabbatical leave, a tenured member of the Faculty is eligible to apply for either a half-year leave (4.5 months on nine-month or eleven-month appointment, or 6 months on a twelve-month appointment) at full pay or a calendar leave at half pay. A calendar year is considered to run from the beginning of the fall or spring semester to the beginning of the following fall or spring semester, respectively; or from the end of the fall or spring semester to the end of the following fall or spring semester respectively; or for a 12 month period, generally but not necessarily commencing on 1 July and concluding on 30 June of the following year.

(2) Partial Sabbatical Option. At the end of two years of service from the initial date of full-time appointment or two years from the termination date of a previous sabbatical leave, a Faculty member is eligible to apply for a partial sabbatical leave. A partial sabbatical leave may be granted for 4 and a half months for Faculty on academic-year appointment and 6 months for Faculty on fiscal-year appointment at half pay.

SIUC Faculty Association, IEA/NEA

15 JAN 2009

President Date

Board of Trustees of

Southern Illinois University

1-15-09

Chancellor Date