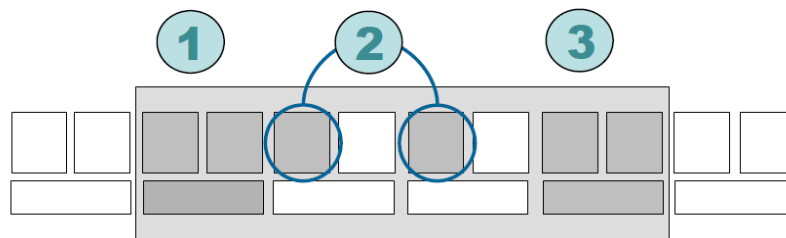


Split Fellowship Leaves and the Phase-In of the Contractual Teaching Load Reduction

The [contractual teaching load reduction](#) being phased in over the next three years presents an issue related to Fellowship Leaves (and potentially Scholar Incentive Awards) that are split into two semesters across two academic years – e.g., Fall 2018 and Fall 2019.

According to our long-standing practice at Brooklyn College, which interprets the contract very conservatively, there is no “workload value” for a semester’s leave of absence. Rather, the two planned non-leave semesters connect together as a workload year (or a “cycle year” in the context of 3-year Cycles). For example, the following is a typical Spring/Spring split Fellowship Leave as it might occur in a 3-year workload cycle.

“Split” Leave – Option A



The leave semesters are excluded from 3-Year Cycle calculations and the complementary semesters connect together

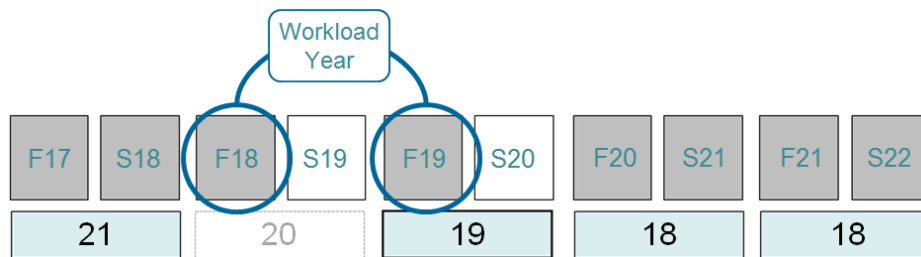
The issue related to the teaching load reduction agreement is that each of the academic years during the phase-in period has a different contractual workload obligation:

AY 2017-2018	21 / 27
AY 2018-2019	20 / 26
AY 2019-2020	19 / 25
AY 2020-2021	18 / 24

Since the contract only refers to annual workload hours, there is no way to unimpeachably define the workload expectation for a single semester (a semester \neq 10.5 hrs). As a solution to this issue for leaves that split across two academic years, Brooklyn College will apply the contractual obligation of the *second* non-leave semester of the pairing.

This works out to be a workload obligation that is a ½-hr less than the average difference between any of the adjacent academic years listed above.

As a concrete example, if a faculty member is taking a split Fellowship Leave during Spring 2019 and Spring 2020, the workload obligation for the Fall 2018 + Fall 2019 “workload year” is 19 hours. In other words, the AY 2019-2020 contractual obligation is applied to the two-year span in which the Fellowship Leave occurs.



Once the phase-in period of the reduced teaching load is complete in AY 2020-2021, the contractual obligation from year to year will be equal and this transitional issue will be fully resolved.