

Memorandum of Understanding

between

San Rafael City School District ("District")

and

San Rafael Federation of Teachers ("SRFT")

April 28, 2015

Background Information

TL teacher David Tow recently applied to the Fullbright Commission for a Fullbright Award in Distinguished Teaching. The Fullbright Award in Distinguished Teaching requires teachers to teach, research, attend classes, and become engaged with the community. David's interest is in civic education, the social dimension of public education, the development of community, and how it produces a national and regional sense of identity.

David was accepted to the program which is intended to enable him to complete his research project. David's intention is to spend three months, January-March 2016, in Finland where he will complete a project on "civic-ness", the impact of civic mindedness in public education.

Since David has not yet worked for SRCS the seven years required to request a sabbatical, and meritorious leaves are limited to five days, he is requesting an extended meritorious leave of absence, from January 1, 2016 through March 30, 2016, less seven days of Personal Necessity leave, which would be treated as a sabbatical so as to grant him half pay and uninterrupted medical benefits.

Statement of Agreement

The parties agree to the terms of this proposal for a one-time, non-precedent-setting waiver of the seven year requirement per section 7.11 of the SRFT Collective Bargaining Agreement for approval of extended meritorious leave for David Tow to participate in the Fullbright Award in Distinguished Teaching from January 1, 2016 through March 30, 2016 under the terms of a sabbatical with fifty percent salary and uninterrupted medical benefits paid by San Rafael City High School District.

FOR THE DISTRICT

FOR SRFT

Michael Watenpaugh
Superintendent

Chris Simenstad
SRFT President

Date

Date