Major Medical (sick) Leave for Nine-Month Faculty Members

Summary/Purpose: Information regarding the accrual rate of major medical (sick) leave for nine-month faculty members and temporary faculty members is given.

1. Effective July 1, 1988, nine-month faculty members and temporary faculty who are benefits eligible shall accrue Major Medical (sick) Leave in increments as follows. Accumulation amounts are unlimited.

   Continuous Service  | Accrual Rate (Monthly) | Accrual Rate (Annually)
   -------------------|------------------------|------------------------
   1 month to 3 years | 13.33 hours/month      | 119.97 hours/year      
   37 months to 8 years | 14.20 hours/month      | 127.80 hours/year      
   97 months to 15 years | 15.40 hours/month      | 138.60 hours/year      
   Over 15 years      | 16.00 hours/month      | 144.00 hours/year      

2. Part-time faculty members who work one-half time or more will earn Major Medical (sick) Leave credit on a pro-rata basis.

3. Faculty members may use Major Medical (sick) Leave for the first day of absence due to illness. Eligibility for use of leave is the same as twelve-month employees except as noted below.

4. Upon retirement from active employment, a faculty member shall be paid for not more than 240 hours of unused Major Medical (sick) Leave.

5. Unused Major Medical (sick) Leave shall be counted as creditable service for the purposes of the Retirement System.

6. If a nine-month faculty member or a member of the faculty member's immediate family becomes temporarily disabled between the end of one academic year and the beginning of another (during the interim the employee is not teaching), he or she is not eligible for paid-leave status.

7. If a nine-month faculty member becomes temporarily disabled prior to the end of a contract period but has accrued Major Medical (sick) Leave, he or she is not eligible to be continued on a paid-leave status after the end of the contract period if the contract ends prior to using all earned leave days.

   If a faculty member is unable to begin or continue his/her teaching duties for either Summer or Interim Term because of illness so that he/she must be replaced or have his/her courses canceled, his/her contract or other agreement for teaching will be canceled, and he/she will not be paid for the period in question.

   Time lost will be computed at the rate of 5 days per week, regardless of the individual's class schedule. University-wide holidays such as Good Friday and Thanksgiving will not count...
against sick leave time; nor will those days between the conclusion of fall semester examinations and the week of spring registration, or those days during the Spring Recess.

Requests for exceptions to this policy will be addressed to the Personnel Committee, as well as for modifications for individual cases which pose particular problems. The Committee will then make its recommendations to the Chancellor.

8. Should a 9-month employee die having a accumulated Major Medical (sick) Leave credit, the wages or salary for no greater than 240 hours of unused Major Medical (sick) Leave shall be paid to the person designated by the employee for this purpose or, in the absence of such designation, to the beneficiary of such employee as recorded with the Public Employees' Retirement System. The employee must be eligible for retirement from the University as determined by the Public Employees' Retirement System in order to receive this benefit.