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

Summary/Purpose: This policy provides information regarding the accrual rate of major medical (sick) leave for nine-month faculty members and temporary members as given.

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

<table>
<thead>
<tr>
<th>Continuous Service</th>
<th>Monthly Accrual Rate</th>
<th>Annual Accrual Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 month to 3 years</td>
<td>13.33 hours</td>
<td>119.97 hours</td>
</tr>
<tr>
<td>37 months to 8 years</td>
<td>14.20 hours</td>
<td>127.80 hours</td>
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<tr>
<td>97 months to 15 years</td>
<td>15.40 hours</td>
<td>138.60 hours</td>
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<tr>
<td>Over 15 years</td>
<td>16.00 hours</td>
<td>144.00 hours</td>
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</table>

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 staff employees except as noted below.

If a nine-month faculty member or a member of the faculty member’s immediate family has a medical or mental health condition between the end of one academic year and the beginning of another (during the interim the employee is not teaching), he/she is not eligible for paid-leave status.

If a nine-month faculty member or a member of the faculty member’s immediate family has a medical or mental health condition prior to the end of a contract period but has accrued Major Medical (sick) Leave, he/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.

For purposes of this policy, immediate family is defined as spouse, parent, stepparent, sibling, child, stepchild, grandchild, grandparent, son- or daughter-in-law, father- or mother-in-law, or brother- or sister-in-law.

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 address to the Personnel Committee, as well
as for modifications for individual cases which pose particular problems. The Committee
will then make its recommendation to the Chancellor."

The length of time employees are permitted to use sick leave for childbearing purposes is
determined by length of illness/injury as provided on the HR Form 21 (Medical
Certification Form) by an attending medical care provider.

Upon retirement from active employment, a faculty member shall be paid for no more
than 240 hours of unused Major Medical (sick) Leave.

Employees participating in PERS will have unused Major Medical (sick) Leave
submitted to PERS and counted as creditable service for retirement.

Should a 9-month employee die having 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 of Mississippi (PERS). The employee must be eligible
for retirement from the University as determined by the PERS in order to receive this
benefit.