

March 8, 2012

Report from the chair of Personnel and Benefits at the University of Colorado, Colorado Springs

The UCCS Personnel and Benefits Committee is still in need of members from (1) Engineering, (1) Education, (1) Beth El colleges. Given these vacancies this is more of a report from the chair than the committee.

Some months ago there was concern expressed over the location of the sick leave policy for nine month faculty. That has now been found at:

<https://www.cu.edu/content/compensation-and-leave>. Below is the portion on sick leave, but the referenced web site also contains information on family, parental, political, military, and general leave without pay.

B. Sick Leave

1. Sick Leave (Academic Personnel on Nine-month Appointments)

Sick leave benefits shall be available to instructors with annual appointments, senior instructors, assistant professors, associate professors, professors, and deans. These benefits come as applicable to an individual, shall start only when the University must hire a substitute for the person in question, or when the dean or other administrative superior, after consultation with the department concerned, shall so decide.

Each eligible person under the plan shall be entitled to one-half month of sick leave at full salary for each academic year of service rendered from the date employment began.

No benefits shall be paid after the termination of employment or after retirement.

- a. Provided that, the words "academic year" in the committee's recommendation are held to mean any three quarters of service.
- b. Provided that, not more than one-half month of sick leave at full salary may be accumulated in any calendar year.
- c. Provided that, a certificate of a competent medical practitioner may be required with right of reexamination.

Note to the Reader: Persons on disability retirement are not eligible for sick leave benefits. Any illness which extends beyond six months should be reviewed for possible transfer to disability coverage.

- RA: Regent Action 11/21/47 (modified consistent with Regent actions of 4/30/71 and 5/15/80 regarding sick leave for administrative officers)

2. Sick Leave (Academic Personnel on Twelve-month Appointments)

Academic personnel on regular twelve-month appointments (e.g., librarians, research associates) are covered by the same sick leave policies as unclassified personnel on twelve-month appointments. They accrue 1 1/4 days of sick leave per month, or 15 days per year. There is no limit on how much sick leave an employee can accrue. Employees working part-time earn sick leave on a prorated basis.