

## ***Faculty Policy - Sick Leave-Less than 12 Months***

### **Policy:**

#### **Statement of Regulation:**

The understanding is that faculty whose regular term of appointment is less than 12 months have the opportunity to reschedule their commitments or make appropriate voluntary arrangements with their colleagues during times when sickness makes it impossible or unwise for them to meet their professional obligations. This does not guarantee any certain amount of paid sick leave hours or days to faculty members whose regular term of appointment is less than 12 months, but the flexibility it provides seems to meet the needs of most faculty members. Where there is extended illness or disability of the faculty member, the amount of such informal sick leave shall be limited to a maximum of two weeks (10 working days) for each year of academic service to BSC, unless an exception is authorized by the Provost and Vice President for Academic and Student Affairs. In any event, the college's TIAA-CREF disability insurance provides salary benefits after six months of disability.

Refer to the "Personal Leave for Full-time Faculty" policy for other necessary absences.

#### **History of This Policy:**

First policy draft approved April 12, 2002.

Revisions – January 12, 2004; October 20, 2009; August 4, 2014.