

Faculty Policy - Sick Leave

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:

- For 9 month and/or academic year faculty – a maximum of 10 working days or prorated based on percentage of contract for each year of academic service to BSC.
- For 11 month and/or extended academic year faculty – a maximum of 11 working days or prorated based on percentage of contract for each year of academic service to BSC.

Exceptions need to be authorized by the Vice President in the faculty member's chain of command.

For extended medical leave, The Standard disability insurance is available. The employee or supervisor should contact Human Resources for further information.

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; reviewed/amended by the Operations Council on March 11, 2015 and approved by the Executive Council on March 19, 2015.