

SPG 201.11-1 Sick Leave Plan - Academic Appointments						
Applies to: Instructional faculty not covered under a collective bargaining unit, research professors and research scientists						
Rank	Appt Period	Eligibility	Short-term sick*	Extended sick full**	Extended sick half**	OR Consolidation at full**
All	U-Year	Upon hire	15 days/120 hours			
All	U-Year	1 - <10 years of service		4.5 months/792 hours	4.5 months/792 hours	6.75 months/1188 hours
Associate & full only	U-Year	10+ years of service in rank		9 months/1584 hours	9 months/1584 hours	13.5 months/2376 hours
All	12 mos	Upon hire	15 days/120 hours			
All	12 mos	1 - <10 years of service		6 months/1056 hours	6 months/1056 hours	9 months/1584 hours
Associate & full only	12 mos	10+ years of service in rank		12 months/2112 hours	12 months/2112 hours	18 months/3168 hours

*Renews annually on anniversary month; does not accrue; prorated to effort

**Renews on a 5-year look back: For each incident of incapacity, look back 5 years at that time to determine how much (if any) extended sick time used
 Used none = full balance available
 Used some but not all = remaining balance as of first day of incapacity available
 Exhausted all = balance renews 5 years after prior incapacity that exhausted balance
 Proportional to effort

Hours calculation is 22 average days per month * 8 hours = 176 hours per month * # of months

Extended sick covers the regular appointment period. U-Yr faculty (appointed September to May) are not charged with extended sick during the summer (June-August) because there is no work expectation during those months.

LEO Lecturers, Librarians, Curators and Archivists are subject to a collective bargaining agreement. Please see the CBAs.