

COLLEGE of the VIRGIN ISLANDS

Proposed Revision of the Sick Leave Policy
for Teaching Faculty

(Board of Trustees meeting, June 8, 1986)

The current sick leave policy for teaching faculty, copy attached, provides for sick leave as follows:

In the event of serious disability due to illness or accident, which prevents a faculty member from performing his/her duties, he/she shall be eligible for sick leave with pay, with the time and compensation determined by length of service to the College. Faculty members with one year or less of service shall receive up to thirty days leave and up to one-tenth of their annual salary. Faculty members with more than one year of service but less than two shall receive up to sixty days leave and up to one-fifth of their annual. Faculty members with more than two years of service shall receive up to ninety days leave and up to three-tenths of their annual salary. The leave and salary in all cases shall be calculated from the beginning of the period of disability, as evidenced by absence from the College.

The College's Disability Insurance takes effect six months after the onset of a serious disability therefore should a member of the teaching faculty become seriously ill there is a gap between the expiration of the sick leave and the benefits of the insurance.

After a series of meetings with faculty representatives the administration decided to ask the Trustees to revise the Sick Leave Policy as follows:

(Section) 16 a.

In the event of serious disability due to illness or accident, which prevents a faculty member from performing his/her duties, he/she shall be eligible for sick leave.

with pay up to the amount of accumulated sick leave acquired or the establishment of eligibility for disability insurance. The accumulation of sick leave will take place at the rate of 1.2 working days a month, to a maximum of 12 working days per ten-month academic contract year. The total number of sick leave days that can accrue is 120 working days. Summer school teaching or other summer employment will not result in sick leave accumulation. All absences due to illness, whether through sick leave or brief absences (see section 17), will be deducted from the accumulated total of sick leave days.

(Section) 16 b.

For the purposes of this policy, "working days" means days during the regular fall and spring semester when, according to the College Catalog, College offices are open, exclusive of those days when classes are recessed for College authorized holidays.

Present (Section) 16 b becomes 16 c, etc.

The President recommends the approval of the revised policy.

In order to provide a transition for teaching faculty between the current sick leave policy, as stated in the Faculty Policy Manual (section 16), the new policy to be effective August 15, 1986, the following steps will be taken:

1. To establish accumulated sick leave as of August 15, 1986 for faculty members with six or more years of service will be multiplied by twelve. The resulting figure will then be reduced by the number of documented sick leave days granted during the faculty members' years of service. The resulting figure, not to exceed 120 days, will be considered as the accumulated sick leave as of August 15, 1986.

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2. Faculty with one year of service as of August 15, 1986 will be credited with twenty (20) days of accumulated sick leave, less any documented sick leave days granted during the first year of service.
3. Faculty members with two years of service as of August 15, 1986, will be credited with forty (40) days of accumulated sick leave less any documented sick leave days granted during their two years of service.
4. All faculty members with three to five years of service as of August 15, 1986, will be credited with sixty (60) days of accumulated sick leave less any documented sick leave days granted during their years of service.
5. In calculating "years of service", leaves of absence without pay will not be considered "years of service" for the purpose of this transition.
6. As of August 15, 1986, all additional sick leave will accrue in accordance with the revised section 16 of the Faculty Policy Manual.