

To: Pennsylvania State System Temporary Faculty
From: APSCUF Adjunct Faculty Committee
Date: September 2018
Subject: Clarification of Sick Leave and Personal Leave Benefits

The Collective Bargaining Agreement can be difficult to parse. To aid in your navigation of key sections of the CBA the APSCUF Adjunct Committee is offering a series of memos. We hope this proves useful. Please reach out to your local Adjunct or Temporary Faculty Committee if you have questions or concerns.

Sick Leave

Your sick leave depends upon the terms of your contract, as follows:

- Full-time temporary faculty who have been employed for one (1) academic semester accrue seven and one-half (7 1/2) days of sick leave.
- Full-time temporary faculty employed for one (1) academic year accrue fifteen (15) days of sick leave.
- Part-time temporary faculty accrue one (1) day of sick leave per semester.

Sick leave is cumulative from year to year.

Sick leave with full pay to the total amount accumulated, but not to exceed the maximum allowed by law in a calendar year, may be granted to a faculty member for his/her personal illness or accident.

Temporary faculty may make use of the Sick Leave Bank. See Article 17.C.

Personal Leave

Your personal leave depends upon the terms of your contract, as follows:

- Full-time temporary faculty members on nine (9) month contracts are eligible for two (2) personal days per calendar year.
- Full-time temporary faculty members on ten (10) month contracts are eligible for three (3) personal days per calendar year.
- Full-time temporary faculty on twelve (12) month contracts who strictly follow the administrative schedule are eligible for five (5) personal days per calendar year.

Summer work is excluded when determining whether a faculty member is on a nine (9), ten (10) or twelve (12) month contract.

Temporary part-time faculty are not eligible for personal leave.