

**Side Letter
between
APSCUF and PASSHE**

Extension of Faculty Enhanced Sick Leave Payout Program

The Pennsylvania State System of Higher Education (“State System”) and the Association of State College and University Faculties (“APSCUF”) agree to extend the Faculty Enhanced Sick Leave Program (“the Program”) that was implemented in early 2020, to encourage faculty retirements to be submitted on or before June 1, 2020 with an effective date on or before August 14, 2020.

A. Program Extension

1. Current eligible faculty members may participate in the Program in accordance with the provisions in Sections B and C only if the eligible faculty member provides notice of retirement between March 3, 2020 and June 1, 2020 with an effective date on or before August 14, 2020.
2. The parties agree to inform all faculty about the extension of the Program after the APSCUF legislative assembly has either voted to approve this side letter or to send it for ratification to the APSCUF membership. Eligibility is subject to verification prior to acceptance of participation in the Program.
3. The State System will notify State APSCUF no later than June 15, 2020 of all additional retirements received under this extension of the Program.

B. Eligibility

1. Participation in the Program is limited to regular full-time faculty members employed as of the start of the fall 2019 semester.
2. Participation in the Program requires that the faculty member qualifies for majority-paid retiree health care at the time of retirement, as defined in the table below.

Current Hire Date	Retirement Age	Years of Service	Type of Service
Prior to Fall Semester 1997	60	10	
	Any Age	25	

	Any Age with Approved Disability Retirement	5	Credited Service
Fall Semester 1997 - June 30, 2004	60	15	Commonwealth/State System Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	
On/After July 1, 2004	60	20	Commonwealth/State System Service
	Any Age	25	
	Any Age with Approved Disability Retirement	5	

C. Individual Faculty Member Provisions

1. An eligible faculty member must submit a letter of retirement to the President of the University on or before June 1, 2020.
2. The eligible faculty member must indicate in their retirement letter a retirement date on or before August 14, 2020.
3. Any faculty member currently on an approved phased retirement arrangement may accelerate their arrangement, if necessary, and participate in the Program by sending a letter to the President of the University by June 1, 2020 of their intention to accelerate their retirement and retire on or before August 14, 2020.
4. All retirements submitted and accepted between March 3, 2020 and June 1, 2020 are irrevocable and the payouts will be conducted in accordance with the side letter.
5. Faculty members shall not be paid for partial days of accumulated sick leave.

D. Enhanced Sick Leave Provisions

The sick leave payouts noted in Article 17, Section E.2. will be adjusted based upon the table below.

Days Accumulated	Current Days Paid	Total Days Paid	
		Less than 25 years of service (2.25 factor)	25 or more years of service (2.5 factor)
10 to 74 days	10	Up to 22*	Up to 25*
75 to 149 days	20	45	50
150 to 224 days	30	67	75
225 to 299 days	40	90	100
300 and over	50	112	125

* A faculty member may not get paid out for more sick days than they have accumulated.

E.g., If the eligible faculty member with more than 25 years of service has 20 sick days accumulated, they will be paid 20 days of accumulated sick leave upon retirement.

E. Impact on 25% FTE Limit of Temporary and Regular Part-Time Faculty in Article 11, Section F of the Collective Bargaining Agreement

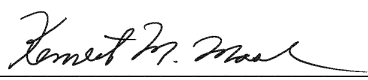
If the retirement of Regular Faculty under this extended side letter causes any University to exceed the twenty-five (25) percent FTE limit on employment of Temporary and Regular Part-Time Faculty set forth in Article 11, Section F of the Collective Bargaining Agreement, then the University shall be relieved of the obligation to come into compliance with that Section for the 2020-2021 academic year only. The obligation to comply with the twenty-five (25) percent FTE limit will resume for the 2021-2022 academic year.

AGREED on May 6, 2020:

STATE SYSTEM


 Daniel Greenstein, Chancellor

APSCUF


 Kenneth M. Mash, President