

## PROCEDURES FOR FACULTY ABSENCE REPORTING

### ABSENCE REPORTING:

Faculty members are responsible for notifying their Program Chair before an absence from a scheduled class or office hours. Faculty are also expected to notify their Chair and their Support Coordinator in the case of sickness or emergency which prevents the faculty member from meeting scheduled classes or office hours. Numerous events arise that may require absence or leave from work that may be for a few days or many months depending on circumstances. Examples of events include accidents or injury, bereavement leave, observance of a religious holiday that is not designated as a university holiday, jury duty, medical care, military service, vacation, or other personal or professional circumstances. It is expected that faculty confirm approval and arrangements for academic assignment coverage with Program Chairs and the appropriate Associate Vice President (AVP) prior to each anticipated absence.

All faculty leaves, except leaves for illness or bereavement, must be approved prior to the leave. Approval of leave is obtained in writing from the Program Chair or appropriate administrator. Requests to extend an approved leave must also be requested in writing and approved by the appropriate administrator. Leave of absence forms are available at:

[www.csuci/academics/faculty/facultyaffairs/documents/hrforms/Leave\\_of\\_Absence\\_Form.doc](http://www.csuci/academics/faculty/facultyaffairs/documents/hrforms/Leave_of_Absence_Form.doc)

Absence because of illness must be reported in writing as part of the university attendance reporting procedures. Some types of leaves may require certification by a licensed physician prior to return to work, and if needed, accommodation for a temporary or permanent disability may be requested. Requests for leave for jury duty or military leave also require appropriate documentation. The appropriate AVP is required to endorse the written attendance reports and ensure the accuracy of attendance records. The form for attendance reporting can be obtained from Support Coordinators.

Faculty classified as "academic year" employees are entitled to all days designated in the campus academic calendar as academic holidays or any other days designated by the Governor as a public holiday.

The State of California Education Code 89541 states that absence without leave, whether voluntary or involuntary, for five (5) consecutive days, is an automatic resignation from state service as of the last date on which the employee worked. An employee who wishes to be reinstated may follow State guidelines to submit a request. If reinstated, the employee will not be paid salary for the period of the absence. Whenever an employee is absent without leave, he/she may be docked for that day's pay.

## **SICK LEAVE:**

Article 24 of the Collective Bargaining Unit governs the use of sick leave by faculty unit employees. Full-time employees earn one day of sick leave credit per month following completion of one month of continuous service and for each additional calendar month thereafter. Part-time employees earn one day of sick leave credit based on the percentage of time worked. There is no limit to the number of sick leave credits which can be accumulated. Faculty members are charged sick leave for each full day of work missed from the onset of the illness/injury until they resume their duties. Sick leave not used at the time of retirement is converted toward service credit.

Article 24.7 states that “a faculty unit employee may be required to provide a physician’s statement or other appropriate verification for absences after three (3) consecutive days charged to sick leave...” For any extended absence due to illness, the faculty member should provide to the appropriate AVP a written statement from a physician that explains the need for use of sick leave. In those few instances when the AVP questions the physician’s statement, the University does have authority to require that the faculty member submit to medical examination by a physician or physician’s designated by the University. Fees for any such examination would be paid by the University.

Article 24.14 states that “sick leave shall be charged...from the onset of such an absence until the employee resumes attendance at the campus...” This means that if a faculty member has a Monday-Wednesday-Friday assignment and is absent due to illness on Monday, Wednesday, and Friday, the faculty member is charged for 40 hours, or 5 days, of sick leave for that week. If the faculty member returns the following Monday, no further sick leave is charged; if the faculty member does not return until the following Wednesday, an additional 16 hours, or 2 days, of sick leave would be charged. However, if the faculty member is able to perform normal duties on Tuesday (when no assigned duties are scheduled), the faculty member should telephone the Program’s Support Coordinator to indicate that he/she is resuming normal activities, in which case sick leave would not be charged for Tuesday. See the chart at the end of this document for further explanation of the calculation of the number of days to be charged to sick leave.

## **OTHER LEAVE ACCRUALS:**

### **Vacation:**

Faculty members appointed to academic year assignments do not earn vacation credits as they are off from the close of the academic year to the beginning of the next academic year.

Full-time faculty employees with a 12-month or 10-month work year (e.g., librarians, counselors; not instructional faculty) earn vacation at the rate of two days per month. Vacation credit is cumulative to a maximum of 320 working hours for 10 or less years or 440 working hours for more than 10 years of service. More than this amount of vacation, as of January 1 of each year, is forfeited. "After one (1) full year of employment, a faculty unit employee shall take at least

forty (40) hours of vacation each calendar year," per Article 34.7 of the Collective Bargaining Agreement.

Accrued vacation may be taken after completing one qualifying pay period. Except in an emergency and with prior written approval of their AVP, employees do not normally take vacation time off during a semester in which they are teaching. "The scheduling of vacation may also arise from the needs of the institution." (Article 34.10)

### **Personal Holiday:**

All faculty employees are entitled to a one-day Personal Holiday each calendar year. If the Personal Holiday is not taken before the end of the calendar year, it is forfeited. Scheduling of the Personal Holiday must be agreed upon by the employee and AVP.

### **OVERSIGHT OF TIME WORKED:**

Per the Collective Bargaining Agreement, Article 20.2, "The composition of professional duties and responsibilities of individual faculty cannot be restricted to a fixed amount of time, and will be determined by the appropriate administrator after consultation with the department and/or the individual faculty member." Faculty absent from campus for professional purposes, e.g. attending conferences, are performing work and do not need to use leave credits for such purposes. However, any time a faculty member will not be present to hold scheduled classes, the faculty member should notify the Program Chair and Support Coordinator.

## SICK LEAVE REPORTING FOR FULL-TIME AND PART-TIME FACULTY

Sick leave is charged for each academic work day from the onset of the illness/incapacity until the faculty member is available to return to work, **whether or not he/she has assignments that day**. Report sick leave only for those days the faculty member was not available to work at all (do not report partial sick days). Full-Time faculty are to be charged 8 hours for each academic work day they are not available to work. Part-time faculty are to be charged pro-rata (8 hours times their timebase) for each academic work day they are not available to work. Faculty are not to report sick leave for days on which they were able to fulfill part of their employment obligations. (CBA 24.14)

	Monday	Tuesday	Wednesday	Thursday	Friday	Report Sick Leave as Follows:
<b>EXAMPLE # 1</b> (Full-time)	Class #1	NO	Class #1	NO	Class #1	Charge 8 hours of sick leave for each day not available to work (Monday through Thursday = 32 hours)
	Class #2	CLASSES	Class #2	CLASSES	Class #2	
	Class #3		Class #3		Class #3	
<b>EXAMPLE # 2</b> (Full-time)	Class #1	NO	Class #1	NO	Class #1	Charge 8 hours sick leave for Tuesday only. Exempt employees are not to be charged sick leave on days they worked at least part of the day.
	Class #2	CLASSES	Class #2	CLASSES	Class #2	
	Class #3		Class #3		Class #3	
<b>EXAMPLE # 3</b> (Part-Time)	NO	Class #1	NO	Class #1	NO	Do not report any sick leave for this person. Exempt employees are not to be charged sick leave on days they worked at least part of the day.
	CLASSES	Class #2	CLASSES	Class #2	CLASSES	
<b>EXAMPLE # 4</b> (Part-Time, 6/15 timebase)	NO	Class #1	NO	Class #1	NO	Charge sick leave for Wednesday only on a pro-rata basis (8 hours times the individual's timebase). This individual would report 3.2 hours of sick leave for Wednesday ( $8 * 6/15 = 3.2$ hours) unless he called in to say he was available to work on Wednesday.
	CLASSES	Class #2	CLASSES	Class #2	CLASSES	

= TIME PERIOD FACULTY MEMBER WAS OUT ILL.