

R04.06.130. Sick Leave.**B. Leave Accrual**

1. Eligible exempt and nonexempt employees accrue 4.62 hours sick leave per 80 paid hour pay period.
 - a. Exempt and nonexempt full-time and part-time employees accrue sick leave based on hours paid.
 - b. Overtime and premium paid hours do not qualify for sick leave accrual.
 - c. Extended temporary employees accrue sick leave based on hours paid.
2. At termination, all sick leave accumulations are lost, except as follows:-
 - a. ~~Employees who are rehired into- a leave- eligible- position- within- three years- after -layoff- will -have- their previous accrued sick leave reinstated.~~
 - b. Extended temporary employees who do not work 30 hours or more during a look back period will not continue to accrue sick leave, but will retain any accrued sick leave until they have a break in service of at least 10 working days.
3. Temporary employees and student employees earn no sick leave; however, appropriate sick leave credit, not to exceed 60 hours, is granted retroactively to ~~temporary- employees- employed -on- at- least -a -half-time- basis -who -change to~~ regular status without a break in service.
4. Sick leave does not accrue during sabbatical leave, unpaid hours, terminal leave (leave taken during pay period(s) immediately prior to an identified termination date), special assignments, overload, summer appointments, additional assignments, contract extensions, or periods for which workers' compensation benefits are paid.
5. Sick leave will accrue on an hours paid basis when a continuing employee returns to a new fiscal year contract.
6. Full payment for accumulated unused sick leave will be made to the employee's estate if the death occurs while the employee is employed by the university.