

Below is the text of the Sick Time Buy Back Policy that was effective prior to July 1, 2016. Please note that Sick Time Buy Back Policy expired on July 1, 2016, and is no longer effective.

Sick Leave Buy-Back

The University encourages the responsible tracking and accumulation of sick leave by employees. If a serious illness or accident should befall an employee, the University can extend compensation and benefits in only three ways: sick leave, vacation leave, and the University's Long Term Disability Insurance benefits, which begin 90 days after the onset of a disability or illness. Employees are encouraged to accumulate enough sick leave to cover this 90-day "gap" between a disability and the beginning of benefits. Therefore, there is a 65-day "cutoff" in the University's sick leave buy-back program.

Sixty-five days is the lowest threshold of accrued sick leave an employee must have to participate. Between 1 and 65 days are considered "qualifying days" and are not bought back. Rates for buy-back of accumulated sick leave in excess of 65 days are as follows:

- 1-65 days do not qualify
- 66 - 120 days qualify at 3% of full daily value. Days are calculated at their full daily rate and paid at 3% of total value.
- 121 - 216 days qualify at 5% of full daily value. The 5% applies only to the days in excess of 120 days (days between 121 and 216, in other words; days 1-65 do not qualify and days 66-120 are valued at 3%).
- 217 - 300 days qualify at 8% of full daily value. The 8% applies only to the days between 217 and 300.
- 301 - 360 days qualify at 12% of full daily value. These days are calculated and paid using the same valuation principles expressed above.
- 361 or more days qualify at 15% of full daily value. These days are calculated and paid using the same valuation principles expressed above.