

Faculty Members, as provided in Section 5-264 of the Connecticut General Statutes as amended, whereby under certain conditions the Board may enter into an agreement involving purchase of an individual retirement annuity contract that will qualify for income tax benefits.

### **17.3. GROUP HEALTH**

For the duration of this Agreement, the State shall continue in force the health insurance coverage in effect pursuant to the negotiations between the State and SEBAC as provided by Section 5-278(f)(3) of the Connecticut General Statutes.

### **17.4 GROUP LIFE INSURANCE**

Unit members may participate in the group life insurance plan established pursuant to Section 5-257(a)-(d) of the Connecticut General Statutes. Participation shall include all classes of coverage set out in Subsection (b) of that section. In addition, unit members may participate in the optional group life insurance program pursuant to Section 5-257(e), to a maximum of \$50,000. In referencing these insurance programs, the parties do not intend that the Board assume the cost of employee premiums established by law.

## **ARTICLE XVIII.**

### **LEAVES**

#### **18.1. SABBATICAL LEAVE**

18.1.1. The purpose of sabbatical leave shall be to provide a Faculty Member with time and support for scholarly or creative endeavors which will benefit the college and advance such Faculty Member professionally, or to enable such Faculty Member to develop resources or materials to enrich his/her teaching effectiveness. Eligibility for sabbatical leave shall create no condition, express or implied, that such leave must be granted by the Board.

#### **18.1.2. Conditions and Eligibility**

When a sabbatical leave is granted by the Board, it shall be two (2) semesters at one-half (1/2) annual salary, or one semester at full annual salary, or for such period and portion of salary as agreed to by the applicant and the Board. Such leave may include tuition reimbursement. A Faculty Member shall become eligible for sabbatical leave after six (6) consecutive years of full-time service.

Any Faculty Member may be considered for such sabbatical leave during his/her seventh year of full-time service, but such sabbatical leave shall not commence until he/she has completed seven years of service.

Once such sabbatical leave has been taken, said Faculty Member shall again become eligible for sabbatical leave after seven (7) additional consecutive years of full-time service following completion of such sabbatical.

The recipient of any sabbatical must agree to return to the college for at least one year of service following such leave. Any recipient of a sabbatical leave shall be permitted to receive other remuneration in the form of fellowships, grants, honoraria, or consultant fees; provided that such Faculty Member on sabbatical leave shall disclose, as part of his/her proposal, all anticipated remuneration at the time such leave is under consideration and, if paid employment is involved, he/she shall describe the relationship of such to the purpose of sabbatical leave outlined in 18.1.1. All compensation while on sabbatical leave shall normally not exceed the regular compensation of the recipient plus the expenses attributable to the leave.

#### 18.1.3. Rights

Time on full or partial pay for sabbatical leave shall be considered as continuous service. All fringe benefits shall be continued during the period of such sabbatical leave.

Upon completion of such leave, the Faculty Member shall return to the same college at the salary and grade/rank he/she would have attained had he/she not taken such leave.

#### 18.1.4. Procedure

Applicants for sabbatical leave shall prepare a proposal for leave which describes the prospective activity, indicates the contribution it will make to the individual concerned and to the college, and addresses all other conditions set forth in 18.1.2 above. This proposal shall be presented to the President by December 1 of the year prior to the year in which the sabbatical would occur. The December 1 deadline for submitting such proposals may be extended, at the discretion of the President, when he/she determines that the applicant was unable to meet the deadline due to circumstances beyond his/her control. By February 1, the President shall forward his/her recommendation to the Board for final determination. The Board shall act on the recommendation by April 1. The applicant

shall be notified in writing of the recommendations at each level and the decision of the Board, which decision shall be final.

## 18.2. LEAVE OF ABSENCE WITHOUT SALARY

Upon recommendation of the President, which recommendation shall not be unreasonably withheld, leave of absence without salary may be granted by the Board for a period not to exceed two (2) years, except that upon establishment of actual disability such leave shall be granted. Faculty Members shall be eligible for leave of absence without salary after two years of full-time service on non-tenured appointments, except that a leave for educational advancement may be granted after one year of service and a Parental Leave, as defined in Section 18.7.2, below, shall be granted after six months of service. The terms and conditions of such leave of absence shall be agreed upon by the college President and Faculty Member concerned. The Faculty Member may be represented by the Federation. Such agreement shall be subject to the approval of the Board and shall be in writing.

## 18.3. SICK LEAVE

### 18.3.1. Entitlement and Conditions

18.3.1.1. A full-time Faculty Member shall accrue sick leave with pay at the rate of one and one-quarter days per each completed calendar month of continuous full-time service. (10 month employees, 12.5 days per year/12 month employees, 15 days per year).

18.3.1.2. Earned sick leave shall be granted to a Faculty Member for the following reasons:

- a. incapacitation for duty;
- b. dental, medical, or eye examination or treatment for which arrangements cannot be made outside of work hours;
- c. when presence at work will expose others to a contagious disease;
- d. in the event of death in the immediate family, when as much as three work days' leave with pay shall be granted (immediate family for all purposes under this Agreement means husband, wife, father, mother, sister, brother, or child, or any other relative who is domiciled in the Faculty Member's household);