**COMMONWEALTH CAMPUSES ACADEMIC PAID TIME OFF GUIDELINES**

Most fulltime academic appointments are 36-weeks, with pay and benefits paid through 12 months. Although the University does not generally assign duties to fulltime academic employees on 36-week appointments during the 12-week summer period, it expects that they will spend part of their time during the 12-week summer period engaged in scholarship, research and course preparation. Given this flexibility in their schedules, the University does not have a general policy of providing fulltime academic employees with the same paid time off earned by most fulltime staff employees. Currently, there are specific policies addressing paid parental leave for faculty (HRG18) and unpaid leave pursuant to FMLA (HRG11). In addition, there is a past practice in various University units of allowing fulltime academic employees on leave pursuant to HRG11 or a similar reason to take some, or all, of that leave as paid leave. In order to ensure some consistency among the Commonwealth Campuses, the following will provide guidance for paid leave available to full-time faculty classified as tenure, tenure track, fixed-term multi-year or fixed-term one working at any Commonwealth Campus.

**Leave because of an inability to perform assigned duties due to illness or injury (non-job related):**

|  |  |
| --- | --- |
| Length of Continuous Full-Time Service of Any Type with the University at the Start of the Leave | Maximum Length of Paid Leave Granted |
| Less than one year | up to 3 weeks |
| One through 3 years | up to 12 weeks |
| Four through 9 years | up to 18 weeks |
| 10 years or more | up to 24 weeks |

If an academic employee returns to active employment following a leave of absence due to an inability to perform assigned duties due to illness or injury (non-job related), and then has a need for another leave of absence due to an inability to perform assigned duties due to illness or injury (non-job related), the amount of paid time off that they are eligible for will be dependent upon two factors: 1.) the amount of time they utilized during the original absence, and 2.) the amount of time they have been back to work, specifically, if the employee is back at work for:

Less than one year = no additional paid leave

One year = 4 additional weeks of paid leave

Two through 3 year = 8 additional weeks of paid leave

Four through 5 years = 16 additional weeks of paid leave

Anyone back at work for more than 5 years reverts to the schedule listed above

Any paid leave time remaining after the first absence will be added to the amount of paid leave available as a result of the employee’s time back at work.  For example, if an employee has worked for four years and takes a paid leave for 6 weeks, then returns to work for another two years, the employee would be eligible for paid leave up to a maximum of 20 weeks. If an employee uses their maximum amount of paid leave allotment during the first absence, their clock will re-start and they will only be eligible for the paid leave listed in the chart above, based on the time since returning from the initial leave. The maximum amount of paid leave granted to an employee is 24 weeks. Time spent on leave will not count toward fulltime service for purposes of these calculations.

**Leave to care for a family member as defined in** [**HRG11**](https://policy.psu.edu/policies/hrg11)**, Family and Medical Leave:**

|  |  |
| --- | --- |
| Length of Continuous Regular Service of Any Type with the University at the Start of the Leave | Maximum Length of Paid Leave Granted |
| Less than one year | up to 3 weeks |
| More than one year | up to 12 weeks |

**Parental bonding leave (consistent with HRG18, this paid leave applies to any parent following the birth or placement of a child for adoption):**

|  |  |
| --- | --- |
|  | Length of Continuous Regular Service of Any Type with the Maximum Length of  University at the Start of the Leave Paid Leave Granted  Not Applicable 6 Weeks  If the parents are both members of the faculty, they are eligible for a total combined paid parental bonding leave of at least eight weeks.  Consistent with HRG18, this guidance does not address situations that may require extended leave due to illness or disability of a pregnant faculty member or faculty member giving birth. Such situations should be handled in consultation with the campus HR Team, Absence Management or the Office for Affirmative Action.  Please refer to HRG18 for guidance on teaching releases. |

Approval for paid or unpaid medical leaves of absence must be supported by a FMLA medical certification form completed by the treating health care provider. Contact Penn State Absence Management at [absence@psu.edu](mailto:absence@psu.edu), for consultation, information and required forms. Also see Penn State Guideline [HRG11](https://policy.psu.edu/policies/hrg11), Family and Medical Leave. Following the period of paid leave, the academic employee will be eligible for unpaid leave in accordance with Penn State Policy [HR16](https://policy.psu.edu/policies/hr16), Leave of Absence without Salary.

Time off during the summer does not count towards any of the paid time off outlined above.

All questions regarding leaves of absence should be directed to Absence Management or the campus HR Team for consultation and explanation of the process.

Exceptions to these guidelines may be authorized only by the fulltime academic employee’s campus Chancellor.