

**Austin Peay State
University**

Leave Policies

POLICIES

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Responsible Official: Vice President for Finance and Administration

Responsible Office: Human Resources

Policy Statement

It is the policy of Austin Peay State University to grant University employees leave.

Purpose

The purpose of this policy is to allow University employees leave time in accordance with the procedures outlined below.

Contents

Procedures

- I. Annual Leave
 - II. Sick Leave
 - III. Family and Medical Leave
 - IV. Bereavement Leave
 - V. Leave of Absence
 - VI. Parental Leave
 - VII. Paid Parental Leave
 - VIII. Military Leave
 - IX. Civil Leave
 - X. Transfer of Leave
 - XI. Voting Leave
 - XII. Transfer of Sick Leave between Employees
 - XIII. Disaster Relief Service
 - XIV. Volunteer Firefighter Service Leave
 - XV. Educational Leave
 - XVI. Community Service Leave
-

Links

- Executive Orders related to Military Leave with Partial Pay
- Sick Leave Bank Guidelines and Forms

-Paid Parental Leave Request Form
-Paid Parental Leave Benefit
-Family Medical Leave Act

Quick Reference Materials

-Parental Leave Process Flowchart
-Leave Planning Checklist
-TN Paid Parental FAQs

Procedures

I. Annual Leave

It is our policy to provide all regular full-time and part-time employees with regular periods of rest and relaxation away from the work environment and to recognize length of service. The appropriate approving authority may require key administrative employees to take a certain number of consecutive days of annual leave each year.

All personnel entitled to accrue annual leave may request use of annual leave at any time preferred by application to their approving authority. Such requests are subject to the discretion of the approving authority, who is responsible for planning the work under his/her control, and should be approved only at such times as the employee can best be spared.

In addition, annual leave may be used to remain in an active pay status by an employee who has exhausted all sick leave and whose continued absence has been approved in accordance with the Sick Leave Policy (see Section II of this policy). However, annual leave may not be used intermittently with leave without pay during a continuous FMLA leave period.

Eligibility to Accrue Annual Leave

- A. Regular full-time employees (excluding nine, ten- and eleven-month faculty) regardless of probationary status, shall be eligible to accrue annual leave.
- B. Regular part-time employees, including twelve-month academic personnel (excluding nine, ten- and eleven-month faculty) scheduled to carry less than a full teaching load or its equivalent, regardless of probationary status, shall be eligible to accrue annual leave on a prorated basis equal to the percentage of their employment to full-time employment.

- C. Nine, ten- and eleven-month academic personnel, full or part-time, whether or not compensated over a twelve-month period, shall not be eligible to accrue annual leave.
- D. Temporary employees shall not be eligible to accrue annual leave.
1. Temporary employees who are subsequently appointed as regular employees with no break in service shall become eligible to accrue annual leave and shall receive annual leave balances accrued retroactively from the date of employment.
 2. Temporary clerical and support personnel who subsequently become eligible to accrue annual leave shall also receive retroactive credit for service from the date of employment for the purpose of calculating annual leave accrual rates.
- E. All full-time and part-time employees who are employed pursuant to funds available to the institution through grants or contracts are not eligible to accrue annual leave unless the grant or contract involved provides sufficient funds to cover the costs of such leave, or unless eligibility to accrue annual leave is approved by the president of the University.
- F. Student employees shall not be eligible to accrue annual leave.

Annual Leave Accrual

- A. Regular full-time clerical and support personnel (non-exempt) shall accrue annual leave in accordance with the following schedule:

Years of Service	*Accrual Rate Per Month	*Max. Annual Accumulation	*Max. Total Accumulation Within FY	*Max. Accumulation Carried Forward to Next FY
0 – 5	7.5	90	315	225
5 – 10	11.3	135.6	405.6	270
10 – 20	13.2	158.4	450.9	292.5
20 or more	15	180	495	315

*Number of hours

- B. Executive, administrative and professional personnel

(exempt), and twelve-month academic personnel (faculty) who are regular full-time employees, who are exempt from the provisions of the Federal Wage and Hour Law, shall accrue annual leave at the rate of 15 hours per month, with the maximum accumulation of 315 hours to be carried forward to the next fiscal year.

- C. All regular part-time personnel employed on a twelve-month basis and regular part-time personnel on MODFY (modified fiscal year) appointments shall accrue leave on a prorated basis equal to the percentage of their employment compared to full-time employment, with said percentage to be applied to the rate of accrual and maximum accumulation described in items A and B of this section, as applicable.
- D. Eligible employees shall accrue annual leave from the date of employment. (See Eligibility to Accrue Annual Leave Section D, providing for retroactive credit for temporary employees who subsequently become eligible to accrue annual leave.)
- E. Eligible employees earn and accrue annual leave for each month upon completion of a major fraction thereof (i.e., more than fifty percent (50%) of the number of days in the month), and leave may be used when earned, regardless of an employee's probationary status, subject to the discretion of the approving authority.
 - 1. Coaches shall have available two personal leave days per month during the contract period. Leave must be scheduled with and approved in writing by the Head Coach and the Athletic Director. Personal leave will not carry forward from year to year and is not eligible for cash payout under any circumstances.
- F. Employees otherwise eligible to earn annual leave do not earn or accrue annual leave while on leaves of absence.
- G. When an employee who is eligible to accrue annual leave transfers into a nine-month academic position (thus becoming ineligible to accrue annual leave), the employee shall take all of his or her accrued annual leave prior to the date of transfer unless the appropriate approving authority determines that the services of the employee must continue until the date of transfer. In that event, the employee shall be paid for all of his or her accrued annual leave by a lump sum payment at the time of transfer.
- H. MODFY employees who are employed during the period

which would normally be the non-duty period of their appointment shall accrue annual leave in accordance with items A and B of this section for each month of full-time employment. For part-time employment during that period, MODFY employees shall accrue annual leave on a prorated basis in accordance with item C of this section.

I. Years of Service for Determining Accrual Rate

1. Anniversary date for computation of leave shall be the beginning date of employment for each employee, except when adjustments in the date must be made because of periods of non-accrual, i.e., leaves of absence, temporary breaks in employment, etc. The rate of accrual for employees will be effective the month following the anniversary date. Annual leave shall be accounted for and controlled for maximum accumulation purposes on a fiscal year basis.
2. In determining the amount of full-time or prorated part-time service accrued by an employee, all service accumulated while employed in any agency, office, or department of the State of Tennessee, or in any state college, university, or college of applied technology shall be credited for purposes of leave computation. In addition, any employee who was employed by a public-school system as defined in T.C.A. § 49-1-103 and who becomes an employee eligible to accrue leave at APSU shall receive credit for service with said public school system for leave accrual purposes after employment at APSU for one continuous year. In order to be eligible to receive credit for the prior service the employee must begin employment at APSU within two (2) years from the date of termination with the public-school system.

J. Maximum Accumulation

1. The accumulation of annual leave shall not exceed the maximum accumulation indicated in items A and B of this section, or the proration thereof under item C. Annual leave in excess of the maximum may be used during the year in which the excess accrues; in the event it is not so used, it will be transferred to the employee's accumulated sick leave at the close of the fiscal year, unless the employee is on terminal leave, in which case the full amount of accrued annual leave shall be carried forward.

Use of Annual Leave

- A. An employee may not take Annual Leave before it is earned.
- B. An employee may use annual leave for vacations, rest and relaxation, and personal business or emergencies.
- C. An employee has a right to take annual leave, subject to the right of the supervisor to schedule the time at which annual leave may be taken. Employees and their supervisors are mutually responsible for planning and scheduling the use of employees' annual leave throughout the leave year.

Employees should request annual leave in a timely manner, and supervisors should provide timely responses to employees' requests.

- D. An employee may not use annual leave during the last ten working days of the employee's resignation notice period unless approved by a supervisor. A resignation notice period is expected to be a working notice.

Disposition of Accrued Annual Leave upon Termination

- A. Except as otherwise provided and subject to the limitations stated in this section, upon termination of employment with the University, an employee shall be paid for all accrued but unused annual leave he or she may have as of his or her last working day.
 - 1. Payment shall be by lump sum payment upon separation for reasons other than Retirement.
 - 2. Upon Retirement payment shall be, at the option of the employee, either by terminal leave or by lump sum payment.
 - 3. Whether payment is by terminal leave or lump sum payment, and whether termination is voluntary or involuntary, the discretion to determine the employee's last working day is reserved to the appropriate appointing authority.
 - 4. Of course, the employee retains the right to make his/her last working day a date prior to the date established by the appointing authority.
 - 5. In either option, payment should be made with the employee's normal payroll cycle.

B. Terminal Leave

1. Terminal leave is that period during which an employee remains on the payroll beyond his or her last working day until all of his/her accrued annual leave has been exhausted.
 2. If a retiring employee elects to be paid for his or her accrued but unused annual leave by terminal leave, the date on which his or her annual leave is exhausted shall be the official date of retirement.
 3. During a period of terminal leave, an employee shall not earn additional annual or sick leave, shall not be eligible to use sick leave, and shall not be eligible for any salary increase. However, an employee shall receive credit for any official holiday occurring during a period of terminal leave and shall receive the longevity bonus if the anniversary date occurs during the period of terminal leave.
 4. During a period of terminal leave, an employee shall continue to be eligible for group health insurance coverage. Premiums for the coverage shall be deducted from his or her terminal leave payments if continued coverage is elected.
- C. If a terminating employee elects to be paid for his or her accrued but unused annual leave by lump sum payment, the employee's last working day shall be the official date of termination.
- D. Payment for accrued annual leave under this section shall not be limited to the maximum accumulation amount which may be carried forward from one fiscal year to the next if the last working day occurs prior to July 1 (even if the terminal leave period extends beyond July 1).
- E. In the case of death, payment for an employee's unused accrued annual leave shall be made to the employee's estate or designated beneficiary.
- F. An employee who begins employment with another System institution or another state agency without a break in service shall not be paid for his or her accrued but unused annual leave. Rather, all unused annual leave shall be transferred to the other institution or state agency in accordance with section VIII of this policy. If there is a break in service of at least one day, the prior employer is responsible for paying

off the annual leave balance as of the employee's last date of employment.

- G. An employee who is dismissed for gross misconduct, or who resigns or retires to avoid dismissal for gross misconduct shall not be entitled to any compensation for accrued but unused annual leave at the time of dismissal.

II. Sick Leave

It is the policy of Austin Peay State University to protect all regular full-time and part-time employees against loss of earnings due to illness, injury, or incapacity to work and to provide the time off to employees in the event of illness or death of certain family members.

Eligibility to Accrue Sick Leave

- A. Regular full-time employees and academic personnel, including academic personnel on regular or term appointments of at least one year, regardless of probationary status, shall be eligible to accrue sick leave. All eligible employees (regular full-time and regular part-time) will accrue sick leave after working more than 50% of the month.
- B. Regular part-time employees, including academic personnel scheduled to carry less than a full teaching load or its equivalent, regardless of probationary status, shall be eligible to accrue sick leave on a prorated basis equal to the percentage of their employment to full-time employment.
- C. Temporary employees shall not be eligible to accrue sick leave. Temporary employees who are subsequently appointed as regular employees with no break in service between the temporary assignment and the regular position shall become eligible to accrue sick leave and shall receive sick leave balances accrued retroactively from the date of employment.
- D. All full-time and part-time employees whose positions are funded through grants or contracts are not eligible to accrue sick leave unless the grant or contract involved provides sufficient funds to cover the costs of such leave, or unless eligibility to accrue sick leave is approved by the President.
- E. Student employees shall not be eligible to accrue sick leave.

Eligibility for and Rate of Accrual of Sick Leave

- A. Regular full-time employees and full-time academic personnel, whether employed on a twelve-month or nine-

month service basis, shall accrue sick leave at the rate of 7.5 hours (1 day) for each month of actual service.

1. A regular full-time employee working 37.5 hours per week earns 90 hours (12 days) of sick leave per year. 2. An employee on a 40 hour per week schedule shall accrue 8 hours (1 day) for each month of service or 96 hours of sick leave per year.
- B. Regular part-time personnel and part-time academic personnel, whether employed on a twelve-month or nine-month service basis, shall accrue sick leave on a prorated basis equal to the percentage of their employment compared to full-time employment.
- C. There is no limit on the amount of sick leave that an employee may accrue.
- D. Eligible employees shall accrue sick leave from the date of employment. (See Eligibility to Accrue Sick Leave, item C, providing for retroactive credit for temporary employees who subsequently become eligible to accrue sick leave.)
- E. Eligible employees earn and accrue sick leave for each month upon completion of service for a major fraction thereof.
- F. All modified fiscal year (MODFY) employees who are employed during the period, which would normally be the non-duty period of their appointment, shall accrue sick leave at the rate of 7.5 hours for each month of full-time employment. For part-time employment during that period, MODFY employees shall accrue sick leave on a prorated basis in accordance with Item B of this section.
- G. Notwithstanding any other provision herein, which might be construed to the contrary, regular nine-month academic personnel shall accrue 67.5 hours (9 days) of sick leave for full-time employment for a full academic year and up to 22.5 hours (3 days) of sick leave for full-time employment throughout summer sessions based on hours worked during the summer.
- H. Employees otherwise eligible to earn sick leave do not earn or accrue sick leave while on an unpaid leave of absence.

Special Disabled Veterans

Employees with a service-connected disability of thirty percent

(30%) or more are eligible for an additional thirty-six (36) hours of leave each fiscal year that can be used to attend appointments related to the service-connected disability. Remaining unused leave may not be carried over to the subsequent year. (T.C.A. § 8-50-812)

Eligible employees should contact human resources and present proof of disability from their respective branch of military service.

Use of Sick Leave

- A. Sick leave and Family and Medical Leave Act Leave (FMLA) shall run concurrently. (Note: Unless an employee is on a reduced or intermittent work schedule, periods of less than three days shall not be designated as FMLA leave.)
- B. Sick leave is generally applicable to absences due to illness or injury to an employee, medical examinations and dental appointments. In addition, sick leave may be used for parental leave. Refer to Section V.
- C. Where an employee must be absent because of illness in the immediate family, sick leave may be granted by the appropriate approving authority.
 - 1. For purposes of this section, "immediate family" shall be deemed to include:
 - a. spouse;
 - b. children, step-children, foster children;
 - c. parents, step-parents, foster parents and parents-in-law;
 - d. sibling(s); and
 - e. other members of the family who reside within the home of the employee.
- D. Sick leave, if available, may be granted at the discretion of the appropriate approving authority in instances of death of a member of the family as follows:
 - 1. Immediate family as defined in Section III, sick leave may be granted at the discretion of the appropriate approving authority after the three (3) day bereavement leave has been used.
 - 2. In instances of death of one of the following relatives, sick leave may be granted at the discretion of the appropriate approving authority:

- a. sons-in-law and daughters-in-law;
 - b. brothers-in-law and sisters-in-law;
 - c. foster brothers and sisters;
 - d. nieces and nephews; and
 - e. aunts and uncles.
- E. Abuse of sick leave by an employee will result in the withholding of payment of the sick leave and possible additional disciplinary action. Sick leave may not be taken until earned and available, and may not be advanced.
- F. Sick leave may not be used by nine-month academic personnel for absences due to illness or injury during a summer or other inter-session, unless the employee has been physically present and actually commenced employment for the term in question.
- G. Upon prior approval of the President, an employee who is injured in the line of duty as a result of the commission of an assault upon him or her which disables the employee from performing his or her regular duties, may be retained on the regular payroll for a period not to exceed twenty-eight (28) calendar days without being required to use any accrued sick leave. The length of time for such retention on the payroll shall be based upon a written statement from the attending physician that the employee is unable to perform his or her regular duties.
- H. Subject to the conditions outlined in Section XI, sick leave may be transferred to members of the University's Sick Leave Banks.

Physician's Statement or Other Certification

- A. An employee may be required to present evidence in the form of personal affidavits, physician's certificates, or other testimonials in support of the reason for sick leave upon request of his or her supervisor or an appropriate approving authority.
- B. Sick leave may not be denied where an employee furnishes an acceptable statement from a licensed physician or accredited Christian Science practitioner or other healthcare provider, provided that the supervisor or approving authority may require additional documentation or statements from other physicians or accredited practitioners.

Return to Work

- A. An employee may be required to present a written release to return to work, including any restrictions that may apply, from a licensed physician or other accredited practitioner prior to resuming employment.
- B. An employee will be allowed to return to work if the release certifies that he/she is able to perform the essential functions of the position with or without a reasonable accommodation.

Exhaustion of Sick Leave

- A. When the illness, injury, or disability of an employee continues beyond the period of accumulated sick leave, the employee shall use any accumulated annual leave for continued absence.
- B. However, in cases of worker's compensation, an employee may choose to be placed on an unpaid leave of absence and retain sick and/or annual leave.
- C. When an employee has exhausted all accumulated sick and annual leave, he or she may be placed on leave of absence, if requested and found to be justifiable (Section IV).

Separation of Employees with Accrued Sick Leave

- A. Upon termination of employment, accumulated sick leave shall not be used as terminal leave, and the employee shall not be entitled to any lump sum payment for accumulated sick leave.
- B. If an employee is transferring to another state agency, his or her accumulated sick leave shall be transferred according to Transfer of Leave. (Section VIII).
- C. If an employee leaves the System or any other state service in good standing after having worked on a full-time continuous basis for at least one (1) full year and thereafter returns to service with the System on a full-time basis, the employee shall immediately be credited with all sick leave to which he or she was entitled at the time of the previous termination.
 - 1. Certification of such entitlement must be received from the previous employer if other than the new employer;
 - 2. If the employee has had any interim employment with the System or any other agency of the State of Tennessee of less than one (1) year, he or she shall not

be disqualified from receiving credit for sick leave to which he or she is otherwise entitled.

- D. Notwithstanding the above paragraph, if any state employee or teacher employed by a local school board in Tennessee leaves the employment of the state or of that board in good standing and becomes a full-time state employee within six (6) months of the date of termination, the employee shall immediately be credited with all sick leave to which he or she was entitled at the time of the previous termination.
- E. TCRS member employees who terminate due to retirement shall have all unused accumulated sick leave credited toward retirement. ORP member employees who terminate due to retirement shall have all unused sick leave credited toward retirement service for insurance purposes.

Death of Employees with Accrued Sick Leave

The estate or designated beneficiary of any employee, upon the employee's death, shall be paid for the employee's unused and accrued sick leave in the same manner as the estates of deceased employees are paid for annual leave.

III. Family and Medical Leave

In compliance with the Family and Medical Leave Act of 1993, as amended, ("FMLA or "the Act") it is the policy of Austin Peay State University to provide eligible employees up to 12 workweeks of leave during a 12-month period for family or medical leave, or for a qualifying exigency; or, up to 26 workweeks of leave for military caregiver leave during a 12-month period for reasons specified in this Policy, to provide continued health insurance coverage during the leave period and to ensure employee reinstatement to the same or an equivalent position following the leave period.

- A. To be eligible for leave under the FMLA, which provides for up to twelve (12) work weeks of leave, an employee must have:
 - 1. Worked for the University at least 12 months; and,
 - 2. Worked a minimum of 1250 hours during the year preceding the start of the leave.
- B. FMLA is available for the following reasons:
 - 1. The birth of a child or placement of a child for adoption or foster care;

2. To bond with a child (leave must be taken within one year of the child's birth or placement);
 3. To care for the employee's certain qualifying family member who has a qualifying serious health condition;
 4. For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
 5. For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.
- C. For the purposes of FMLA leave, qualifying family members as defined by the FMLA includes an employee's:
1. Child—a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis who is either under 18 years of age or is 18 years of age or older and incapable of self-care because of a mental or physical disability;
 2. Spouse—a husband or wife as defined or recognized in the state where the individual was married and includes individuals in a common law or same-sex marriage. Spouse also includes a husband or wife in a marriage that was validly entered into outside of the United States, if the marriage could have been entered into in at least one state;
 3. Parent—a biological, adoptive, step, or foster parent, or someone who stood in loco parentis to the employee when the employee was a child.
- D. During work weeks that an employee takes leave designated as FMLA leave, the University is responsible for paying the employer's portion of the employee's insurance premium, whether the leave is paid or unpaid.
- E. Employees who choose to take any unpaid leave over the amount to which they are entitled under FMLA should be made aware that they will be responsible for paying the employer's portion of the insurance premium for the

remainder of the leave period if they wish to ensure continued coverage. (Authority: T.C.A. § 4-21-408)

- F. Procedures to request FMLA leave can be found on the HR Benefits website located here: <https://www.apsu.edu/human-resources/benefits/fmla.php>

IV. Bereavement Leave

It is the policy of Austin Peay State University to provide all regular, full-time and part-time, employees time off without loss of pay due to the death of an immediate family member, as defined below, consistent with T.C.A. § 8-50-113.

- A. An employee who is absent during his/her regularly scheduled work week due to the death of an immediate family member shall receive payment for reasonable and customary days absent, such days of payment not to exceed three (3) regularly scheduled work days. Immediate family shall be deemed to include (1) spouse; (2) child, step-child; (3) parent, step-parent, foster parent, parent-in-law; (4) sibling; (5) grandparent and grandchild; and (6) other members of the family who reside within the home. Refer to Section II. Sick Leave, Use of Sick Leave, D, to reference the use of sick leave in the event of death of other family members not covered under the definition of immediate family above.
- B. In addition to the three (3) regularly scheduled workdays, sick leave may be granted at the discretion of the appropriate approving authority in the instance of death of one of the immediate family members listed. At the discretion of the approving authority, the days off provided under this policy do not have to be consecutive.

Regular part-time employees, including academic personnel scheduled to carry less than a full teaching load or its equivalent, regardless of probationary status, shall be eligible to receive bereavement leave on a prorated basis equal to the percentage of their employment to full-time employment.

V. Leave of Absence

It is the policy of Austin Peay State University to provide approved, unpaid time off to regular employees due to (1) illness or injury, or disability of an employee who has insufficient accumulated annual and/or sick leave, (2) leave for educational purposes or (3) leave for justifiable personal reasons.

- A. Leave of absence as referred to in this policy also shall include any period of administrative leave with pay up to a maximum of 90 days (pending an institutional review or

investigation), leave in a non-pay status, or athletic competition leave as defined below.

- B. Administrative leave with pay must be approved by the President following review by the Office of Human Resources.
- C. Leave of absence may be granted for any period (which may exceed one (1) year) when an employee transfers to another State institution or to the TBR system office and requests to be placed on leave of absence.
- D. Leave of absence without pay, not to exceed one (1) year, may be granted for justifiable absences wherein it is not desirable to terminate the employee.
- E. Factors to be considered in determining whether it is desirable to not terminate the employee and to approve leave of absence without pay include whether;
 - 1. There are extraordinary circumstances present that justify keeping a position open or vacant and preserving it for that employee;
 - 2. It is, objectively and from a business standpoint, in the University's best interest to retain the employee because of demonstrated contributions to the department; and
 - 3. The employee performs a unique service or has unique qualifications that are required for the position.
- F. Such leave must be approved by the president or his/her designee.
- G. Employees who request an unpaid leave of absence due to a Family and Medical Leave Act (FMLA) qualifying event shall have their leaves processed in accordance with the provisions of eligibility, continuation of insurance coverage, maximum leave period for parents who are both State employees, etc.
- H. If an employee is not eligible for FMLA leave or the period of the leave exceeds the FMLA maximum, the remaining balance of the leave shall be processed in accordance with the provisions of this policy.
- I. In addition, an employee who is on an unpaid leave of absence which does not qualify as FMLA leave shall be

responsible for paying both the employee and employer portion of insurance premiums.

- J. While on leave of absence for educational purposes or justifiable personal reasons—other than non-qualifying FMLA leave including illness, injury, or disability—an employee retains accumulated annual and sick leave but does not earn or accrue additional annual or sick leave and is not entitled to compensation for official holidays occurring within the leave period.
- K. In addition to the previously defined leave of absence policy, pursuant to T.C.A. § 8-50-1102, public employees who qualify as members of a United States team for athletic competition, on the world, Pan-American or Olympic level in a sport contest in either Pan-American or Olympic competitions are eligible to request a leave of absence with or without pay for the purpose of preparing for and engaging in the competitions just described.
 - 1. Team is defined as meaning any group leader, coach, official, or athlete who comprises the official delegation of the United States to World, Pan-American, or Olympic competition.
 - 2. In no event shall the total of all such leave exceed the period of the official training camp and competition combined plus a reasonable amount of travel or 90 calendar days a year whichever is less.
 - 3. The granting of leave under this section shall be discretionary with the public employer.
 - 4. In order to qualify for athletic competition leave, a public employee must:
 - a. Be actively working for the public employer from whom the leave is requested at the time the request is made;
 - b. Request such leave of absence a reasonable period prior to the date the public employee wishes the leave to commence;
 - c. At the time of the request, the employee shall provide the employer with the actual or anticipated dates of the competition, the dates of the official training camp and specify the total number of leave days that will be necessary in order for the public employee to participate;

- d. The public employee must provide satisfactory evidence of qualification and selection for participation.
- L. An employee of the University who is a member of the United States Air Force Auxiliary Civil Air Patrol who participates in a training program for the civil air patrol, or in emergency and disaster services, shall be entitled to a leave of absence with pay for a period of not more than fifteen (15) days during a calendar year for such purposes if the leave of absence is at the request of the employee's wing commander or the wing commander's designated representative.
 - 1. Any leave of absence pursuant to this section shall be in addition to any other leave of the employee.
 - 2. All other rights and benefits of the employee, including seniority rights, insurance benefits, health insurance benefits, creditable service and all other such rights and benefits, shall continue.
 - 3. The employee may be granted leave pursuant to the provisions of this Act with or without pay subject to the complete discretion of the employer.
 - 4. If leave of absence under this Chapter is granted with pay, the employee retains accumulated annual and sick leave and continues to earn or accrue additional annual and sick leave.
 - 5. The employee is also entitled to compensation for official holidays occurring within the leave period.
 - 6. If the leave is granted without pay, an employee retains accumulated annual and sick leave but does not earn or accrue additional annual or sick leave.
 - 7. The employee on leave of absence without pay is not entitled to compensation for official holidays occurring within the leave period.
 - 8. The president must approve the request.

VI. Parental Leave

- A. It is the policy of Austin Peay State University to provide a work environment that is supportive of employees' work and personal life obligations by supporting parents across the perinatal spectrum, helping them balance their professional obligations through parental leave. The

University helps employees balance their professional obligations through paid and unpaid parental leave, protecting eligible regular full-time employees against loss of employment and earnings during these significant life transitions.

B. Basic Parental Leave

It is the policy of Austin Peay State University to provide a period of up to four (4) months of unpaid leave to eligible employees for adoption, pregnancy, childbirth (including a stillbirth) and nursing the infant, where applicable, in accordance with T.C.A. § 4-21-408. With regard to adoption or full custody/permanent guardianship, the four (4) month period shall begin at the time the employee receives custody of, or gives birth to, the child.

C. Eligibility

- a. Employees must be employed by the University for at least twelve (12) consecutive months as full-time employees prior to the qualifying event (birth, adoption, or full custody/permanent guardianship of the child) to be eligible for basic parental leave.

D. Time Equivalencies

1. For purposes of basic parental leave calculation and administration:
 - a. Four (4) months is approximately:
 - b. 16 weeks
 - c. 80 working days
 - d. 600 hours (37.5-hour workweek)
 - e. 640 hours (40-hour workweek)

Relevant Policies

Upon receipt of a written request for parental leave, the President or his/her designee will process the request in accordance with the provisions of this policy and the employee's eligibility for leave under FMLA. Reference may also need to be made Section II, Section IV, and Section I.

Notice; Employment Rights and Benefits; Reinstatement

Employees who give at least three (3) months advance notice to

their supervisor of their anticipated date of departure for such leave, their length of leave, and their intention to return to full-time employment after leave, shall be restored to their previous or similar positions with the same status, pay, length of service credit, and seniority, wherever applicable, as of the date of their leave.

Employees who are prevented from giving three (3) months advance notice because of a medical emergency which necessitates that leave begin earlier than originally anticipated shall not forfeit their rights and benefits under this policy solely because of their failure to give three (3) months advance notice.

Employees who are prevented from giving three (3) months advance notice because the notice of adoption was received less than three (3) months in advance shall not forfeit their rights and benefits under this policy solely because of their failure to give three (3) months advance notice.

Leave will be granted as paid or unpaid pursuant to the policies of the University.

1. Such leave shall not affect the employees' right to receive annual leave, sick leave, bonuses, advancement, seniority, length of service credit, benefits, plans or programs for which the employees were eligible at the date of their leave, and any other benefits or rights of their employment incident to the employees' employment position.
2. However, the University need not provide for the cost of any benefits, plans or programs during the period of leave unless the University provides for all employees on leaves of absence.

If an employee's job position is so unique that the University cannot, after reasonable efforts, fill that position temporarily, then the University shall not be liable for failure to reinstate the employee at the end of the parental leave period.

The purpose of this policy is to provide leave time to employees for adoption, pregnancy, childbirth and nursing the infant, where applicable. Therefore, if the University finds that the employee has utilized the period of leave to actively pursue other employment opportunities or if the University finds that the employee has worked part time or full time for another employer during the period of leave, the University shall not be liable for failure to reinstate the employee at the end of such leave.

Whenever the University determines that the employee will not be reinstated at the end of such leave because the employee's position cannot be filled temporarily or because the employee has used such leave to pursue employment opportunities or to work for another employer, the University shall so notify the employee.

Sick Leave

An employee may use sick and annual leave for parental leave for a period not to exceed the state employee's accumulated sick leave and annual leave balance, or sixteen (16) weeks, whichever is less.

Use of accrued sick leave for childbirth is limited to fifty (50) working days following the birth of a child or granting of full custody/permanent guardianship unless medical complications arise that fit ordinary rules regarding the use of sick leave.

In the event both parents are State employees, the aggregate amount of sick leave that may be used for adoption is limited to twelve (12) weeks following placement for adoption.

In order to be eligible to use sick leave as parental leave, a statement from the attending licensed healthcare provider indicating the expected date of delivery must accompany the request for leave, not later than the end of the fifth month of pregnancy.

In the case of a pregnancy resulting in miscarriage, in order to be eligible to use sick leave as parental leave, a statement from the attending licensed healthcare provider specifying the amount of time needed for recovery must accompany the request for leave.

After the fifty (50) working days following the birth of a child or placement for adoption or, if extended, after employee's licensed healthcare provider determines that the employee should be released, thus ending the period of sick leave, the employee may use accrued annual leave or leave without pay for the remainder of the four-month parental leave.

Nothing herein is intended to allow parental leave, paid or unpaid, to extend beyond the four (4) months of protected leave authorized under T.C.A. § 4-21-408.

Annual Leave; Compensatory Time

Accrued annual leave and compensatory time may be used for the entire leave period.

Family and Medical Leave

- A. Employees who are eligible for FMLA leave will have parental leave processed in conjunction with the provisions of FMLA leave regarding election of paid/unpaid leave, continuation of insurance coverage, etc. Parental leave and FMLA leave periods shall run concurrently.
- B. At the end of the FMLA leave period, an employee is also entitled to receive the difference between the four months granted under this policy and the 12 workweeks granted under FMLA. Accrued annual leave, accrued sick leave up to the time limits referenced in this policy, or leave of absence without pay may be used for the remainder of the parental leave period.

VII. Paid Parental Leave

- A. An eligible faculty or staff employee will be provided up to 6 weeks of paid parental leave within 12 months following the birth or adoption of a child.
- B. An eligible faculty or staff employee will be eligible for up to 6 weeks of parental leave immediately following pregnancy loss.
- C. Parental Leave Period:
 - a. Six (6) weeks is equivalent to:
 - b. 30 working days
 - c. 225 hours (37.5-hour workweek)
 - d. 240 hours (40-hour workweek)

Eligibility

Eligibility for paid parental leave is determined based on the following criteria:

- A. Employee is the biological parent(s), or adoptive parent(s).
- B. Faculty and staff employed in a regular position regardless of FTE.
- C. Faculty must be on an active contract during the time the leave is being sought.

- D. The employee must be continuously employed by the University in a regular position for at least twelve (12) months prior to the birth or adoption of the child.
- E. The paid parental leave will end immediately, if the employee no longer meets the criteria for eligibility.
- F. Egg, embryo, or sperm donors are not eligible for paid parental leave.

General Provisions

- A. Paid parental leave is a benefit of employment and its use will not be considered as a negative factor in employment actions, such as hiring, promotions, and disciplinary actions, or under attendance policies. Use of paid parental leave shall not adversely affect consideration for future salary adjustments.
- B. Departments should be supportive in managing paid parental leave request to allow faculty and staff to handle career and family responsibilities effectively and efficiently.
- C. Workload issues should be dealt with proactively so that excessive work demands are not placed on other faculty and staff.

Concurrent Leave Provisions

Paid parental leave is to be used concurrent with FMLA, the State of Tennessee Leave for Adoption, Pregnancy, Childbirth and Nursing an Infant, and the State of Tennessee Leave for Adoptive Parents. The concurrent use of paid parental leave and FMLA leave will decrease, in whole or in part, the amount of FMLA leave available to the employee.

Coverage for Essential Duties

1. While an employee is on paid parental leave, the department may be provided with a maximum of six weeks of replacement funds to assist in covering the functions of the employee. The replacement funds provided by the University may be used at any period during the parental leave absence. This will provide coverage of on-site and online courses as well as the essential duties of faculty or staff, in order to prevent the placement of excessive work demands on other faculty or staff.

2. The replacement cost provided for faculty using paid parental leave will be in accordance with the salary structure for faculty adjunct established within each respective academic unit. Replacement costs for staff will be determined using a salary average based on employee classification and relevant functions.
3. It is expected that replacements costs for auxiliary, restricted, or revenue generating units be funded from within the unit.

Intermittent and Reduced Leave

- A. Paid parental leave may be taken within the 12 months following the birth or adoption of a child and is available on a continuous, intermittent (separate blocks of time), or reduced schedule (reduces number of work hours per day or per week) basis.
- B. Intermittent or reduced schedule paid parental leave requires approval by the immediate supervisor/chair and may require approval by the Dean, Director or Department Head in accordance with the respective department's procedures.
- C. An eligible employee must consult with his or her supervisor/chair and make a reasonable effort to schedule intermittent/reduced schedule paid parental leave so as not to unduly disrupt the University's operations.
- D. Intermittent or reduced schedule leave may not be taken in increments of less than one hour.
- E. Taking the paid parental leave on an intermittent or reduced schedule basis does not extend the 12 months after the birth or adoption in which the leave must be taken.
- F. Any unused paid parental leave at the conclusion of the 12 months following the birth or adoption of a child will be considered forfeited.

Specific Provisions for Faculty

- A. Following pregnancy, the birth or adoption of a child, tenure-track faculty may request a one-year extension to the tenure clock in accordance with existing "stop the clock" procedures as specified in the Faculty Handbook.

- B. Faculty may request modified duties at the end of the 6 weeks of paid parental leave, but not to extend beyond the semester in which the 6 weeks end. Department Chairs, Supervisors, and Deans are strongly encouraged to accommodate requests for temporary assignment of “modified duties.” An eligible employee must consult with his or her supervisor/chair and make a reasonable effort to schedule modified duties so as not to unduly disrupt the University’s operations.
- C. Modified duties are considered to include, but should not be limited to, on-site and online duties, including teaching, clinical field placement, research or clinical laboratory duties, librarian duties, student advising, committee work, and other service. Faculty should not be expected to teach online courses in lieu of on-site duties.
- D. Any modification in duties is not to be made up at a later date. Faculty shall not be required to “bank” or “make up” duties prior to or following the modification of duties benefit.
- E. If paid parental leave is taken during an approved faculty administrative leave, such as Professional Development Assignment (PDA), the faculty member may negotiate the terms of the PDA with their Chair and Dean.

University Holidays and Emergency/Inclement Weather Closings

- A. If an official University holiday occurs during the eligible employee’s paid parental leave, the eligible employee will receive holiday pay in lieu of a paid parental day, provided the eligible employee is in pay status the day before and the day after the official University holiday. Official University holidays will not count against the employee’s paid parental leave balance.
- B. Employees on scheduled paid parental leave before the decision to close the University due to emergency or inclement weather should continue to report their leave as paid parental leave.
- C. The University will continue to pay the employer portion of any elected benefits (such as insurance and retirement) and the employee will remain responsible for the employee portion during approved paid parental leave.
- D. Paid parental leave may be used consecutively with other benefits such as sick leave, annual leave, short/long-term

disability, and leave without pay. An eligible employee should consult with the Office of Human Resources for assistance when planning a paid parental leave.

Confidentiality

All medical information relating to paid parental leave, whether verbal or written, including FMLA medical documentation, shall be kept confidential to the maximum extent possible. All medical documents including, but not limited to, medical statements and FMLA medical certifications must be maintained within the Office of Human Resources in confidential, secure files separate from the employee's personnel file in accordance with federal law.

Procedures

- A. Employees should submit leave requests through the University's designated leave management system. Contact Human Resources for current submission procedures.
- B. In addition to the Paid Parental Leave Request Form, the eligible employee may also be required to provide the Office of Human Resources with the below documentation within 30 days following the birth or adoption of a child.
 - 1. Birth of a child- appropriate birth documentation, such as birth certificate or hospital birth confirmation.
 - 2. Adoption of a child- appropriate adoption documentation, such as an adoption order.
 - 3. Full custody/permanent guardianship of a child: appropriate legal documentation, such as a permanent custody or guardianship order.

Reinstatement

- 1. Return to Position
 - A. At the conclusion of the paid parental leave, the employee will return to the same position held at the time the leave began or to an equivalent position with equivalent pay, benefits, and working conditions, provided the employee can perform the essential functions of the position.

B. The University's obligation to reinstate the employee to the same or equivalent position ceases, if and when, the following take place:

1. The employment relationship would have ended if the employee had not taken paid parental leave.
2. The employee informs the University of his or her intent not to work at the end of the paid parental leave.
3. The employee fails to return to work at the end of the paid parental leave.

C. An employee on paid parental leave is still subject to a reduction in force (RIF) or reassignment that would have otherwise occurred, had the employee been working.

2. Payback Provision

If the employee fails to return to work after the period of paid parental leave or returns to work but fails to remain at the University for at least 90 days, the employee must reimburse APSU the salary paid under this policy, unless employed at APSU for five or more years. Employees shall not reimburse APSU if the failure to return to work is due to a medical condition of the employee or the child, subject to medical documentation.

VIII. Military Leave

It is the policy of Austin Peay State University that all employees who are members of any reserve component of the armed forces of the United States or of the Tennessee National Guard or the U.S. Air Force Auxiliary Civil Air Patrol shall be entitled to a leave of absence from their duties for all periods of military service during which they are engaged in the performance of duty or training in the service of this State, or the United States, under competent orders as stipulated in U.S.C. Title 38, § 4311-4318 and T.C.A. § 8-33-101 through 8-33-109, T.C.A. § 58-1-106 and T.C.A. § 42-7-102. An employee or applicant for employment, who performs, applies to perform, or has an obligation to serve in a uniformed service shall not, on that basis, be denied employment or reemployment or be discriminated or retaliated against for such service or application for service in any manner.

Definitions

Military Duty means (i) training and service performed by an

inductee, enlistee, or reservist or any entrant into a temporary component of the armed forces of the United States; and (ii) time spent in reporting for and returning from such training and service, or if a rejection occurs, from the place of reporting for such training and service. Military Duty also includes active duty training as a reservist in the armed forces of the United States or as a member of the National Guard of the United States when the call is for training only.

Military Leave with Pay

- A. Each employee who is on military leave shall be paid his or her salary or compensation for a period, or periods, not exceeding twenty (20) working days in any one (1) calendar year.
- B. Holidays and scheduled off duty days do not count toward the twenty (20) workdays allowed.
- C. During the 20-day period the employee continues to earn regular pay, service credit, and applicable annual and/or sick leave accruals. All other rights and benefits continue to which the employee is otherwise entitled.
- D. A regular employee who has exhausted the 20 days of paid leave in any one calendar year may elect to use accrued annual leave. In addition, a regular employee may use accrued sick leave if the employee provides proof to the president or his/her designee that he/she was sick while serving in the armed forces.
- E. An employee on terminal leave is entitled to use his/her twenty (20) days of paid military leave with no loss of rights or benefits to which the employee is otherwise entitled.
- F. Employees must furnish certification from competent military authority of the dates active duty was actually performed.
- G. Longevity credit will not be affected.
- H. Employees are entitled to additional paid leave if called to active duty pursuant to T.C.A. § 58-1-106.

Military Leave with Partial Pay

- A. Military Leave with Partial Pay shall be granted to all employees who are called to active duty by the President of the United States or under the authority of a Governor as members of the Reserve or National Guard as provided by applicable Tennessee Executive Orders.
- B. Partial pay shall be the difference between the employee's regular state salary and the employee's full-time military salary.
- C. Affected employees shall remain state employees while on such active duty for the purpose of;
 - 1. Accruing sick leave;
 - 2. Accruing annual leave;
 - 3. Accruing longevity pay which shall continue to be paid to the employee annually; and
 - 4. Accruing retirement time.
 - a. Earnable compensation and retirement benefits shall be not increased or decreased by any partial payment made pursuant to this section.
 - b. The period of absence while on military duty shall count toward the minimum twelve (12) months and 1,250 hours required that an employee work for eligibility for leave under the Family Medical Leave Act.

Current Executive Orders relating to Military Leave with Partial Pay can be found at: <https://sos.tn.gov/products/division-publications/executive-orders>

Military Leave without Pay

- A. Military leave without pay shall be granted to all employees for periods of active duty or training activity with the armed forces of the United States, its reserve components or the Tennessee National Guard for periods beyond the twenty (20) days of paid leave in a calendar year.
- B. Military leave without pay shall be granted to employees voluntarily entering the regular components of the Armed Forces of the United States.
- C. During a period of unpaid military leave, a regular employee retains all accumulated annual and/or sick leave.
- D. Longevity credit will not be affected.

Reemployment Rights

- A. With exceptions noted in the regulations, an employee may perform service in the uniformed services for a cumulative period of up to five (5) years and retain reemployment rights. (20 C.F.R. 1002.99 – 1002.103)
- B. An employee leaving for military service must give his/her employer advance notice of his/her intent to leave the employment position for uniformed service unless giving such notice is prevented by military necessity or is otherwise impossible or unreasonable under all the circumstances. The notice may be either verbal or written, may be informal, and does not need to follow any particular format. (20 C.F.R. 1002.85 – 1002.86)
- C. An employee leaving for military service cannot be required to decide at that time whether he/she intends to return to the University but may defer that decision until after completing the period of service. An employee who indicates intent not to seek reemployment following military service may change his/her mind and not forfeit reemployment rights. (20 C.F.R. 1002.88)
- D. Reemployment must occur promptly, no later than within two weeks of the employee's application for reemployment.
- E. An employee on military leave of absence who is relieved or discharged from military duty under circumstances other than dishonorable shall be entitled to reemployment rights as follows:
 - 1. If the employee served less than 31 days, or was absent for a period of any length for the purpose of an examination to determine his or her fitness to perform service, the employee must report back to the University no later than the beginning of the first full regularly-scheduled work period on the first full calendar day following the completion of the period of service, and the expiration of eight (8) hours after a period allowing for safe transportation from the place of that service to the employee's residence.
 - a. For example, if the employee completes a period of service and travel home, arriving at ten o'clock in the evening, he or she cannot be required to report to the employer until the beginning of the next full

regularly-scheduled work period that begins at least eight hours after arriving home, i.e., no earlier than six o'clock the next morning.

- b. If it is impossible or unreasonable for the employee to report within such time period through no fault of his or her own, he or she must report to the University as soon as possible after the expiration of the eight-hour period.
2. If the employee served between 31 and 180 days and makes an oral or written request for reemployment no more than 14 days after completing service.
3. If the employee served more than 180 days and makes an oral or written request for reemployment no more than 90 days after completing service.
 - a. Source: Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994, amended 1/18/06 (20 C.F.R. 1102.115)
- F. An injured employee must comply with the notification procedures determined by the length of service, after the time period required for the person's recovery. The recovery period may not exceed two (2) years unless circumstances beyond the person's control make notification within the two-year period impossible or unreasonable. (20 C.F.R. 1002.116)
- G. An employee who fails to report or apply for reemployment within the timeframes described above does not automatically forfeit entitlement to reemployment, but will be subject to the System's policy regarding unauthorized absence from work (20 C.F.R. 1002.117).
- H. The president or his/her designee may request that employees applying for reemployment submit documentation to substantiate that:
 1. The employee's application is timely; and
 2. The employee's entitlement to reemployment has not been terminated due to dishonorable or bad conduct discharges;
 3. The employee has been fully discharged to return to employment.
- I. If the employee fails to provide requested documentation;

1. It shall not be a basis for denying reemployment if the documentation does not exist or is not readily available at the time requested by the employer;
2. The University may terminate the employee and any rights or benefits provided under this policy should documentation become available that establishes the employee does not meet one or more of the requirements in Section D above.

Reemployment to Position

A. An employee who was released under conditions other than dishonorable shall be eligible for reemployment as follows:

1. As a general rule, the employee is entitled to reemployment in the job position that he or she would have attained with reasonable certainty if not for the absence due to uniformed service. This position is known as the escalator position. (20 C.F.R. 1002.191)
2. Once the escalator position is determined, other factors and elements may have to be considered to determine the appropriate reemployment position. This may include the employee's length of service, qualifications, and disability, if any, as well as seniority, status, and rate of pay that the employee would ordinarily have attained in that position given his or her job history, including prospects for future earnings and advancement. (20 C.F.R. 1002.192-193)
3. If an opportunity for promotion or eligibility for promotion requiring a skills test was missed, the employee will receive a reasonable amount of time to adjust to the employment position prior to the skills test being administered. (20 C.F.R. 1002.192-193)
4. The USERRA does not prohibit lawful adverse job consequences that result from the employee's restoration on the seniority ladder. (20 C.F.R. 1002.194)
5. If the employee's period of service was less than 91 days, the employee is reemployed in the escalator position. If the employee is not qualified for the escalator position, and after reasonable efforts by the University, remains not qualified, the employee will be employed in the position he or she was employed on the date that the period of service began. If the employee is not qualified

to perform either the escalator position or the pre-service position, after reasonable efforts by the University, the employee will be reemployed in any other position that is the nearest approximation first to the escalator position, and then to the pre-service position. In all instances, the employee must be qualified to perform the duties of this position and the University must make reasonable efforts to help the employee become qualified to perform the duties of the position (20 C.F.R. 1002.196)

6. If the employee's period of service was more than 91 days, the employee is reemployed in the escalator position, or a like position. If the employee is not qualified for the escalator position or the like position, and after reasonable efforts by the University, remains not qualified, the employee will be employed in the position he or she was employed on the date that the period of service began, or a like position. If the employee is not qualified for any of the above referenced positions, the employee will be reemployed in any other position that is the nearest approximation first to the escalator position, and then to the pre-service position. In all instances, the employee must be qualified to perform the duties of this position and the University must make reasonable efforts to help the employee become qualified to perform the duties of the position (20 C.F.R. 1002.197)
7. Efforts required of the University to help the employee become qualified for the reemployment position(s) must be reasonable.
 - a. APSU is not required to reemploy an employee upon his or her return from service if he or she cannot qualify for the appropriate reemployment position.
 - b. If the employee cannot become qualified for the escalator position, the employee must be reemployed in a position of equivalent seniority, status and pay that the employee is qualified to perform or could reasonably become qualified to perform.
 - c. If no such position exists, the employee must be placed in a job that is similar in terms of seniority, status and pay consistent with the employee's circumstances.

- d. Whether a task is essential depends on several factors, and these factors include but are not limited to:
 - 1. The University's judgment as to which functions are essential;
 - 2. Written job descriptions developed before the hiring process begins;
 - 3. The amount of time on the job spent performing the function;
 - 4. The consequences of not requiring the individual to perform the function;
 - 5. The terms of a collective bargaining agreement;
 - 6. The work experience of past incumbents in the job; and/or
 - 7. The current work experience of incumbents in similar jobs.
 - e. Only after the University makes reasonable efforts, as defined in (20 C.F.R. 1002.5(i), may it determine that the employee is not qualified for the reemployment position. These reasonable efforts will be made at no cost to the employee. Source: 20 C.F.R. 1002.198
8. Consideration of seniority in re-employment decisions is limited to situations involving re-employment following a period of documented military leave. Although provided for by the state military leave statute, "seniority" is not a factor in employment decisions unrelated to military leave, nor is seniority (apart from longevity) recognized under the University's policy.
- A. If two or more persons are entitled to reemployment in the same position and more than one of them has reported for reemployment, the person who left the position first shall have the right to the position. The remaining employee (or employees) is entitled to be reemployed in a position similar to that in which the employee would have been employed, according to the rules that normally determine a reemployment position, as set out above. (20 C.F.R. 1002.199)

Retention Rights

- A. If the employee's most recent period of service in the uniformed services was more than 30 days, he or she must not be discharged except for cause:

1. For 180 days after the employee's date of reemployment if his or her most recent period of uniformed service was more than 30 days, but less than 181 days; or
2. For one (1) year after the date of reemployment if the employee's most recent period of uniformed service was more than 180 days (20 C.F.R. 1002.247).

Continuation of Benefits

- A. A returning employee is entitled to the same rights and benefits he/she would have had if employment had been continuous.
1. Insurance
 - a. If elected, medical insurance coverage may be continued during a period of military service for the lesser of:
 1. 24 months following the beginning of the military leave;
 2. The period beginning on the date on which the employee's absence begins until the day after the date on which the employee fails to report to work or apply for employment as determined in Military Leave without Pay Section, A.; or,
 3. Unless state law or Executive Order provides for greater benefits.
 - b. If coverage is continued, the employee will be required to pay premiums as follows: (a) 30 or less days of service - employee's portion of the premium only or (b) more than 30 days of service— up to 102%. This includes the employee's and University's portion of the premium, and 2% for administrative costs. (20 C.F.R. 1002.166)
 - c. If the employee elects to discontinue insurance coverage, a waiting period may not be imposed for reinstatement of coverage upon reemployment if a waiting period would not have been imposed had coverage not been terminated.
 - d. USERRA allows a health plan to impose an exclusion or waiting period for illnesses or injuries determined by the Secretary of Veterans Affairs to have been incurred in, or aggravated during the performance of military

duty. (20 C.F.R. 1002.168)

- e. Continuation of other State insurance plans will be determined by the State Division of Insurance Administration. Continuation of System plans will be in accordance with the provisions of the plan(s).

2. Retirement

- a. For retirement purposes, a returning employee is considered as not having a break in service, except as noted in Military Leave without Pay Section, B.
- b. Following an employee's return to work, the University will make retirement contributions which would have been made if employment had been continuous, not to exceed five (5) years.
- c. Contributions shall be made at the rate that would have been made if employment had been continuous.

3. Rate of Pay

- a. If the employee is reemployed in the escalator position, the employee must be compensated at the rate of pay associated with the escalator position by taking into account any pay increases, differentials, step increases, merit increases or periodic increases that the employee would have attained with reasonable certainty had he or she remained continuously employed during the period of service.
- b. Any pay adjustments must be made effective as of the date it would have occurred had the employee's employment not been interrupted by uniformed service. (20 C.F.R. 1002.236)

4. Longevity

- a. During a period of military leave, a regular employee continues to earn service credit for longevity pay.
- b. Upon reemployment, and in accordance with the University's payroll procedures, the employee will receive all longevity pay that would have been paid if employment had been continuous. (Refer to APSU Longevity Policy 5:037.)
- c. However, pursuant to the current Executive Order,

payments must continue to be made annually.

5. Leave Accrual

- a. A returning employee will begin to accrue leave at the rate(s) that would have been in effect if employment had been continuous.

IX. Civil Leave

It is the policy of Austin Peay State University to allow an eligible University employee to be granted civil leave when in response to a subpoena or directive by proper authority, he or she appears as a witness or juror in a federal or state court.

- A. Any employee, except for a temporary employee with a contract of less than six (6) months, shall be granted civil leave when, in obedience to a subpoena or direction by proper authority, the employee appears as witness for the Federal government, the State of Tennessee, or a political subdivision of the State, or when it is necessary to attend any court in connection with official duties or serve on a jury in any State or Federal Court.
- B. In accordance with T.C.A. § 22-4-108, the employee shall be excused from returning to employment for any scheduled work day that such employee's responsibility for jury duty exceeds three (3) hours during the day for which an excuse is sought. Travel time is not to be included in determining whether or not an employee's actual jury duty service has exceeded three (3) hours.
- C. Upon a juror's request, which must be made prior to each day's service, the person responsible for issuing fee and or compensation statements shall provide the juror's employer a statement that shows the number of hours that the juror spent serving if service has been less than three (3) hours. Employees serving less than three hours on a scheduled work day shall return to work for the remainder of their work day.
- D. However, if an employee summoned for jury duty is working a night shift or is working during hours preceding those in which court is normally held, such employee shall also be excused from his/her employment as provided by this section for the shift immediately preceding his/her first day of service on any lawsuit. After the first day of service, when such person's responsibility for jury duty exceeds three (3) hours during a day then such person shall be excused from

his/her next scheduled work period occurring within twenty-four (24) hours of such day of jury service. Any question concerning the application of the provisions of this paragraph to a particular work shift or shifts shall be conclusively resolved by the trial judge of the court to which the employee has been summoned.

- E. The employee shall retain all compensation or fees received as a witness or juror. The employee may be required to provide a statement from the court which includes dates and times of service and any compensation received.
- F. The employee shall also receive his/her regular University compensation as follows: Payment for time served on civil leave and time spent traveling to and from court shall be made at the employee's regular rate of pay, except that such compensation shall not exceed the total of the employee's regularly scheduled daily pay. Travel expenses (mileage) and parking fees will not be paid by the University.
- G. Employees involved in personal litigation, or who serve as witnesses in private litigation, shall be charged with annual leave or leave without pay.

X. Transfer of Leave

It is the policy of Austin Peay State University to transfer or receive accrued and accumulated sick and annual leave balances of any employee who transfers employment between APSU and any other State of Tennessee agency, office, department, college, university, institute, or school.

- A. Any regular employee of any agency, office or department of the State of Tennessee or of any State college or university who leaves one of these employers for employment with another without a break in service shall have all annual and sick leave transferred.
- B. Moreover, if an employee leaves the University and is re-employed with a State agency prior to his/her termination date with the University, he/she shall have all unused annual leave transferred/reinstated to the employing agency and shall not be entitled to payment for annual leave beginning with the date of re-employment.
- C. Any payment for annual leave upon the termination which is later found to have been in violation of this policy shall be repaid to the University by the terminating employee.
- D. When a former employee who has at least one (1) full year of State employment in good standing returns to full-time

service with one of these employers, he/she shall be credited immediately with all sick leave to which he/she was entitled at the time of termination. The last employer shall be responsible for certifying eligibility for this sick leave credit to the re-employing agency, college or university.

- E. If any teacher employed by a local school board in Tennessee leaves the employment of that board in good standing and becomes a full-time state employee within six months of the date of termination, upon certification of accrued and due sick leave by the previous employer, he/she shall be immediately credited with all sick leave to which he or she was entitled at the time of the previous termination.

XI. Voting Leave

It is the policy of Austin Peay State University to provide employees time off to vote in state, national, and local elections and to establish a procedure for reporting the time missed from work.

Eligibility

- A. Employees who are registered voters may receive reasonable time off to vote if they request such time off before 12:00 noon the day before the election.
- B. The supervisor may specify the hours during which the employee may be absent to vote, and the time off may not exceed three hours.
- C. No time off will be granted if the polls in the county where the employee is a resident are open three (3) or more hours before the employee is scheduled to begin work or if the polls close three (3) or more hours after the employee's work schedule ends.
- D. Time off to vote shall be recorded as non-duty pay hours.
- E. Time off to vote is recorded for non-exempt employees as non-worked time when calculating overtime.

Voting Technicians

- A. In accordance with T.C.A. § 2-9-103, any full-time employee appointed by a county election commission to work part-time as a voting machine technician, shall be granted unpaid leave for the day(s) required for the technician's duties.

- B. Supporting documentation may be required by the appropriate approving authority for the period of duty. An employer may not require the employee to use accrued annual leave and/or compensatory time for this period. However, either may be used at the employee's option.

XII. Transfer of Sick Leave Between Employees

This policy establishes guidelines and procedures for transferring sick leave to members of the Sick Leave Bank.

Eligibility Criteria for Receiving Sick Leave

In order to receive sick leave donated by another employee, all of the following criteria must be met. The recipient must:

- (1) be a current member of the institution's sick leave bank;
 - (2) have used all accumulated sick leave, annual leave, and any eligible leave amount through the Sick Leave Bank(s) for each separate illness or recurring diagnosed illness or accident of the employee or the employee's family member (as defined in section III. Family and Medical Leave, subsection C. above);
 - (3) have a continuing disability resulting from personal illness or injury and be unable to work, and
 - (4) not be receiving any other form of compensation including social security disability benefits, long term disability benefits, workers' compensation benefits, or compensation through the State Retirement Plan or Sick Leave Bank.
- A. Before an employee is eligible to receive donated leave, his/her physician or immediate family member's physician must provide current certification that the employee or immediate family member has a disability resulting from serious personal illness or injury and is unable to work. Upon receipt of such medical certification, the employee is eligible to receive up to 20 days of leave for which he/she would otherwise be without pay, including holidays. Eligibility for additional increments of 20 working days may be based on current medical certification of the continuing disability. The maximum amount that may be transferred to an employee is limited to 90 days for which the employee would otherwise not be paid as stated above. Transfer of sick leave to an employee may not be denied if all eligibility criteria are met.

- B. For regular full-time employees receiving transferred leave, a day is defined as 7.5 hours for employees on a 37.5-hour workweek schedule and 8 hours for employees on a 40-hour workweek schedule. Regular part-time employees shall receive sick leave on a prorated basis equal to the percentage of their employment to full-time employment. Recipients shall continue to accrue leave and service in accordance with the provisions of the appropriate policies and guidelines which shall be used prior to any donated leave.

Criteria for Donating Leave

- A. A donating employee is not required to be a member of the Sick Leave Bank. No transfers may be made beyond APSU.
- B. In order to donate sick leave to a member of the Sick Leave Bank, an employee must have a current minimum balance of 20 sick leave days, based on his/her accrual rate. (Example: 20×7.5 hours accrual rate = 150.0 hours.) In addition, the donor must agree to donate a minimum of 5 days of accrued leave. However, in the event the donor's percentage of employment exceeds that of the recipient, the minimum donation will be based on the recipient's accrual rate. Regular part-time employees will donate leave equal to their accrual rate. (Example: 10×3.75 hours accrual rate = 37.50.) The maximum amount of sick leave which an employee may donate during his/her employment at the home institution is the equivalent of 90 accrued days.
- C. An employee may donate more than one time to a single individual. However, the employee may not donate more than one-half of his/her leave balance in effect at the time of the initial transfer. For example, an employee with a leave balance of 200 hours may donate 100 hours to a Sick Leave Bank member. If the recipient only used 75 hours during the first occurrence, the donor could only give that same recipient a total of 25 hours at a later date.

Procedural Guidelines

- A. In order to facilitate sick leave transfer between employees, the following procedures should be followed:
 - 1. The donating employee ("donor") must complete a form (Sick Leave Donation Agreement Form available in the Office of Human Resources) stating the name of the

recipient and the amount of leave being donated. This form must be signed by the donating employee and two witnesses. Upon completion, the donor should send the form to the Office of Human Resources.

2. Following verification that (1) the recipient is a member of the Sick Leave Bank, (2) the donating employee has sufficient sick leave to cover the donation, and (3) the amount does not exceed one-half the donor's current balance, the form will be approved by the appropriate Human Resources official. A copy of the form will be placed in both the donor and recipient's personnel files, and the original will be retained by the Office of Human Resources.
3. Donor forms will be date and time stamped in the order received. This will determine the order in which sick leave will be deducted from the donors' sick leave balances where there are multiple donors for a single individual.
4. The recipient's supervisor will be notified of the amount of leave that has been donated.
5. Before the initial transfer of leave is completed, the office processing leave will verify that the recipient has provided current certification from his/her health care provider that he/she continues to be unable to work. A current medical form may be required prior to the transfer of sick leave for every subsequent 20 days of donated leave.
6. At the time of transfer, adjustment forms will be completed by the appropriate office. Prior to deducting leave from a donor, this office will verify that the donor has sufficient leave to cover the amount originally donated and also maintain the required balance. If less than the required amount is available, the leave donation is voided.
7. Payment of the donated leave will be based on the recipient's established rate of pay. However, this rate may be changed due to any pay increases which occur during periods of donated leave.
8. Only the amount of leave which has been projected as necessary to cover each pay period will be transferred at any given time. If an employee has donated 10 days and only 4 days are required for the current pay period, only 4 days will be deducted during this pay period. If the

disability continues into the next pay period, the remaining days will be deducted at the appropriate time.

NOTE: Sick leave may not be transferred retroactively beyond one month. For example, if no one has agreed to donate leave to an employee who has exhausted all of his/her Sick Leave Bank entitlements and has been placed on an approved leave of absence without pay, another employee may later donate sick leave to this employee. Retroactive payment for the value of this leave may not be extended beyond one month.

9. Donated sick leave which has not been used by the recipient will be transferred to the Sick Leave Bank.
10. If the donor terminates employment, retires, transfers to another institution or State agency, dies, or has an insufficient leave balance to meet the eligibility criteria, all responsibility to donate this leave is voided.
- B. The decision to donate sick leave to another individual should be a choice made freely by each employee. Any person attempting to unduly influence another employee to donate leave shall be subject to disciplinary action, and any prior agreement made to donate leave under these conditions shall be voided.

XIII. Disaster Relief Service

- A. In accordance with TCA § 8-50-810, a regular employee who is a certified disaster service volunteer of the American Red Cross may be granted leave with pay for up to fifteen (15) work days each calendar year to participate in specialized disaster relief services for the American Red Cross.
- B. The request for the employee's services must come from the American Red Cross and is subject to approval by the employee's supervisor.
- C. The University may require the employee to provide verification of service following the disaster period.
- D. Employees who are currently certified as a disaster relief volunteer must register with the Office of Human Resources immediately.

XIV. Volunteer Firefighter Service Leave

- A. In accordance with T.C.A. § 50-1-309, a regular employee who is an active volunteer firefighter may be

permitted to leave work in order to respond to fire calls during such employee's regular hours of employment without loss of pay, vacation time, sick leave, or earned overtime accumulation.

1. Such employee may be permitted to take off the next scheduled work period within twelve (12) hours following such response as an annual leave or sick leave day without loss of pay if the employee assisted in fighting such fire for more than four (4) hours.
 2. If the employee is not entitled to an annual leave or sick leave day then such employee may be permitted to take off such work period without pay.
- B. In addition, any employee who is an active volunteer firefighter and who worked for more than four (4) hours the prior day or night as a volunteer firefighter in an emergency may be permitted to take off the next scheduled work period within twelve (12) hours following such emergency as an annual leave or sick leave day without the loss of pay.
1. If the employee is not entitled to an annual leave or sick leave day then such employee may be permitted to take off such work period without pay.
- C. The employer may require the employee to submit a written statement from the chief of the volunteer fire department verifying that such employee responded to a fire or was on-call and specifying the date, time, and duration of such response.

XV. Educational Leave

It is the policy of Austin Peay State University that requests for educational leave for regular employees must be approved in advance by the president. Such approval must specify the length of the leave which normally should not exceed twelve (12) months. Each request for leave will be evaluated on its own merits and approval will depend upon the evidence provided as to the enhancement of the employee's value to the University resulting from the leave. Leave of absence for periods exceeding one (1) year may be granted upon recommendation of the president and approved by the President as stated in Leave of Absence, Section IV.

Educational Leave of Absence with Pay

- A. Employees on educational leave of absence and receiving

compensation through the payroll system of the University, regardless of the original source of the funds, are eligible for the following benefits:

1. Retirement (Refer to Retirement Credit Section of this policy for procedures to request retirement credit.)
 - a. Regular full-time employees who have received final approval from the University and the Tennessee Consolidated Retirement System (TCRS) for the period of the leave will continue to accrue creditable service and/or to have employer contributions paid on their behalf.
 - b. Individuals who receive TCRS approval and who continue in the retirement program should not participate simultaneously in any other retirement system.
 - c. Employees whose request for retirement credit is denied by TCRS will be removed from participation in the retirement program for the duration of the leave.
2. Basic Group Insurance
 - a. Employees on approved educational leave who receive compensation from the University may continue their participation in the basic group insurance program.
 - b. The employee's portion of the premium will be withheld by payroll deduction and the University will pay the employer's portion.
 - c. The amount of the deduction and scheduled life insurance coverage will be the deduction and life schedule in effect immediately prior to the beginning of the leave.
3. Other Group Insurance
 - a. Employees on approved leave with pay may, at their option, continue membership in other group insurance plans available to active employees.
 - b. In all such plans except the group medical/life

insurance plan noted above, the full cost of the plan is born by the employee.

- c. These premiums will be withheld by payroll deduction in accordance with established procedures.

4. Unemployment Compensation Benefits

- a. The University will provide unemployment benefits based on the provisions of State and Federal unemployment compensation acts.

5. Social Security

- a. Employers will continue participation in Social Security with coverage and applicable taxes based on the compensation paid during the leave.

6. Federal Withholding Tax

- a. Federal withholding taxes will be based on compensation paid to the employee during the leave and upon the applicable withholding tables.

7. Longevity Pay

- a. Employees on approved educational leave with pay are considered to be eligible for longevity pay, and payments will be made on the regular schedule.

8. Educational Assistance

- a. Refer to the eligibility requirements contained in the various programs of APSU Policy 5:001.

- B. Employees on educational leave are not eligible to accrue or use annual, sick or other leave benefits during the period not worked.

Educational Leave of Absence without Pay

- A. Employees on an approved educational leave of absence and receiving no compensation from the University are eligible for the following benefits:
 - 1. Retirement (Refer to Retirement Credit Section of this policy for procedures to request retirement credit.)
 - a. Employees who have received approval from the

University and TCRS will receive retirement credit for the period of the leave.

2. Basic Group Insurance
 - a. Employees on approved educational leave without pay are eligible to continue their participation in the group medical/life insurance program.
 - b. If they elect continuation of coverage, employees must pay both the employee and employer share of the premium.
 - c. The Department of Finance and Administration (Benefits Administration Office) will bill the employee for the full premium, in advance, on a monthly basis.
 - d. The rate of contribution and the life insurance coverage will be the rate and life schedule in effect immediately prior to the beginning of the leave.
 3. Other Group Insurance
 - a. Employees on approved leave without pay may, at their option, continue membership in other group insurance plans available to eligible employees.
 - b. In all such plans, the full cost of the plan is born by the employee.
 4. Educational Assistance
 - a. Refer to the eligibility requirements contained in the various programs of APSU Policy 5:001.
- B. Employees on an approved educational leave of absence and receiving no compensation from the University are not eligible for the following benefits:
1. Unemployment Compensation Benefits
 - a. Unemployment benefits will not be provided for employees who do not receive compensation from the University while on leave.
 2. Social Security
 - a. The University will not make any contributions during a leave without pay.
 3. Longevity Pay
 - a. Longevity is not payable during a leave of absence

without pay, nor is the period considered as eligible service.

4. Leave Benefits
 - a. Employees on educational leave are not eligible to accrue or use annual, sick or other leave benefits during the period not worked.
5. Educational Assistance
 - a. Refer to the eligibility requirements contained in the various programs of APSU Policy 5:001.

Retirement Credit

- A. An Application for Retirement Credit for Educational Leave of Absence form should be submitted along with a written request for a leave of absence to the president. If the leave request is approved, the application for retirement credit should then be forwarded to the Tennessee Consolidated Retirement System. The TCRS Board of Trustees is responsible for granting final approval for retirement credit.
- B. To be considered for retirement credit, the leave must be for the purpose of attending school or engaging in academic research related to employment, and must be intended to increase the employee's usefulness to the University. Approval by TCRS is granted conditionally upon the employee's immediate return to employment after the leave for a period of at least one year of service. An individual may not receive retirement credit for educational leave in excess of two years during the individual's lifetime.
- C. Example of the types of leave which will be considered for retirement credit is as follows:
 1. The leave is for formal study at an institution of higher education leading to an advanced degree in a field relevant to the faculty/staff member's area of professional responsibility.
 2. The leave is for a formal period of research or post-doctoral study in a field related to the faculty/staff member's area of professional responsibility. Such leaves will include, but not be limited to, periods of study supported by grants, such as the Guggenheim, Fulbright-Hays, Rockefeller Foundation, or Ford Foundation fellowship.
 3. In rare cases, retirement credit will be allowed for an

approved educational leave for formal study leading to an undergraduate degree or professional certification directly related to enhancing an employee's ability to perform his/her job. A written statement justifying the leave must be provided and approved by the president.

D. When retirement credit is approved for a leave of absence which occurs after 1981, creditable service and/or contributions during the leave will be handled in the following manner:

1. Employees Receiving Compensation

- a. TCRS Member Creditable service in TCRS will be granted for the period of the leave and the employer contribution will be made based on the rate in effect during the period of the leave and the annualized salary in effect immediately prior to the educational leave; however, employer provided employee contributions will not be credited to the employee's account.
- b. ORP Member Employer contributions equal to 10% (11% of salary above the Social Security wage base) of the annualized salary in effect immediately prior to the educational leave will be made.

2. Employees Receiving No Compensation

- a. TCRS Member Creditable service will be granted but no employer contributions will be made during the leave period.
- b. ORP Member Employer contributions equal to 10% salary above the social security wage base) of the annualized salary in effect immediately prior to the educational leave will be forwarded to the ORP.
- c. If the employee is an ORP member and does not return to service following the educational leave of absence, the University should request a refund from the ORP vendor(s) of the employer contributions which were made during the leave period.
- d. If retirement credit is approved for a leave of absence which occurred prior to July 1981, the TCRS member must pay employee contributions plus interest based on the salary earned in the year immediately prior to the commencement of the leave; the ORP member must contact the TCRS Prior Service Section directly

to initiate an individual calculation.

XVI. Community Service Leave

Austin Peay State University is committed to the importance of employees serving the community. Therefore, employees will be allotted fifteen (15) hours of paid community service leave at the start of each fiscal year. This leave time is to be used to allow employees to volunteer in the community without losing earnings. The hours will be visible in the employee's self-service account and can be decreased, as would annual or sick leave balances after use. The community service leave bank may go negative without detriment to the employee.

Limitations:

- A. This benefit is only available for full-time staff and professional employees who have successfully completed the initial probationary period.
- B. Use of this leave will require prior authorization by the employee's supervisor. Prior authorization may be rescinded if needed.
- C. All use of this leave is subject to verification at the discretion of the supervisor, department head, human resources, and/or university official. Employees are encouraged to keep documented evidence of hours used to simplify the verification process.
- D. This time is not for use outside of the employee's regular schedule.
- E. Community service time does not count towards the hours needed for overtime nor does it qualify for being paid at overtime or premium rates of pay.
- F. The community service must be for a registered non-profit, religious, or government agency. The community service time may not be used for any protesting, political, and/or political campaign activity.
- G. Any unused leave balance will be zeroed at the end of each fiscal year and will not carry forward. The leave balance will not be paid upon separation of employment.
- H. Abuse or fraudulent use of this leave will be considered theft of time and may result in reprimand that may go up to termination and/or require reimbursement of the misused time.

Links

Executive Orders related to Military Leave with Partial Pay	https://sos.tn.gov/publications/services/executive-orderss
Sick Leave Bank Guidelines and Forms	https://www.apsu.edu/human-resources/benefits/sick-leave-bank.php
Paid Parental Leave Request Form	https://www.apsu.edu/human-resources/forms/paid-parental-leave-request.pdf
Paid Parental Leave Benefit	https://www.apsu.edu/human-resources/benefits/ppl.php
Family Medical Leave Act	https://www.apsu.edu/human-resources/benefits/fmla.php
FMLA Request Form	https://www.apsu.edu/human-resources/forms/fmla.pdf
Modifications of Duties Form	https://www.apsu.edu/human-resources/forms/modification-of-duties.pdf

Quick Reference Materials

Parental Leave Process Flowchart	Link
Leave Planning Checklists	Link
TN Paid Parental FAQs	Link

Revision Dates

APSU Policy 5:020 – Rev.: May 14, 2025
APSU Policy 5:020 – Rev.: July 1, 2024
APSU Policy 5:020 – Rev.: October 5, 2023
APSU Policy 5:020 – Rev.: December 12, 2022
APSU Policy 5:020 – Rev.: May 31, 2022
APSU Policy 5:020 – Rev.: October 21, 2020
APSU Policy 5:020 – Rev.: October 11, 2018
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Subject Areas:

Academic	Finance	General	Human Resources	Information Technology	Student Affairs
			<input checked="" type="checkbox"/>		

Approved

President: (signature on file)
