

## **PERSONNEL**

### **Personnel - Leave Policies**

#### **Leave of Absence (6.22.7)**

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#### **PROCEDURE**

Tennessee State University provides time off to regular employees due to reasons of illness and injury or disability of an employee who has insufficient accumulated annual and/or sick leave and for educational purposes or leave for justifiable personal reasons. Leave of absence as referred to in this policy shall include any period of leave in a nonpaid status or athletic competition leave as defined below. Leave of absence without pay, not to exceed one year, may be granted for justifiable absences wherein it is not desirable to terminate the employee. Such leave must be approved by the President.

Leave of absence for periods exceeding one year may be granted upon recommendation of the President and approval by the Chancellor. Leave of absence shall be granted for any period (which may exceed one year) when an employee transfers to another TBR institution or school or to the Board's central offices and requests to be placed on leave of absence.

While on leave of absence for educational purposes or other justifiable personal reasons other than illness, injury or disability, an employee retains accumulated annual and sick leave but does not earn or accrue additional annual or sick leave. An employee who has qualified for Workers' Compensation may retain accumulated annual and sick leave. In addition, an employee on leave of absence is not entitled to compensation for official holidays occurring within the leave period.

In addition to the previously defined leave of absence policy, pursuant to Chapter 52 of the Public Acts of 1989, 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.

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. 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 time or 90 calendar days a year whichever is less. The granting of leave under this section shall be discretionary with

Tennessee State University. In order to qualify for athletic competition leave, a Tennessee State University employee must: 1) be actively working for the University at the time the request is made; 2) request such leave of absence a reasonable period prior to the date the Tennessee State University employee wishes the leave to commence; 3) provide the University with the actual or anticipated dates of the competition, the dates of the official training camp and specify the total

number of leave days necessary in order for the Tennessee State University employee to participate; 4) must provide satisfactory evidence of qualification and selection for participation.

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. If leave of absence under this Chapter is granted with pay, the employee retains accumulated annual and sick leave and continues to be entitled to compensation for official holidays occurring within the leave period. 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. The employee on leave of absence without pay is not entitled to compensation for official holidays occurring within the leave period. The President must approve the request.

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## **REFERENCES**

TBR Policy No. 5:01:01:03