

TEACHING FACULTY

Sick Leave

- Full-time employees accrue sick leave at the rate of eight hours per paid month of service. Part-time employees working 0.50 FTE or more earn sick leave on a pro-rata basis.
- Sick leave is not accrued during periods of sabbatical leave, educational leave or leaves without pay.
- There is no limit to the amount of sick leave employees can accumulate. Unused sick leave is not paid out at termination.
- Sick leave may not be used in advance of accrual or taken in the month it is accrued.

Vacation

- Faculty with academic year appointments receive time-off periods at Christmas, between school terms, etc. and are not entitled to vacation with pay.
- Full-time teaching faculty on 12-month appointments earn vacation leave at the rate of 15 hours per month.
- Vacation may not be used in advance of accrual or taken in the month it is accrued.

Holidays

The following holidays are observed at Southern Oregon University: New Year's Day, Martin Luther King JR's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Day.