

AMENDMENTS TO HOUSE BILL NO. 1343

Sponsor: REPRESENTATIVE BAKER

Printer's No. 2575

1 Amend Bill, page 8, by inserting between lines 20 and 21

2 CHAPTER 9

3 FACULTY PROVISIONS

4 Section 901. College year and classifications.

5 (a) Pay periods.--

6 (1) Each person, regardless of the date of appointment,
7 appointed to a position as an administrator or member of the
8 faculty of a State university within the classifications
9 stated in this section may be paid for services rendered
10 during the regular nine month college year.

11 (2) Each person employed for the full nine-month college
12 year may receive either 20 or 26 biweekly salary payments.

13 (3) In no case shall any faculty member receive more
14 compensation in 26 pays than the faculty member would have
15 received in 20 pays.

16 (4) Each person employed during any period beyond the
17 regular nine-month college year shall be paid at the same
18 rate of compensation that the person received or would have
19 been entitled to receive during the regular college year.

20 (b) List of classifications.--The classifications under
21 subsection (a) shall be as follows:

22 (1) Professor qualifications, an earned doctor's degree,
23 at least seven years of teaching experience.

24 (2) Associate professor qualifications, a minimum of an
25 earned doctor's degree or a master's degree plus 40 semester
26 hours of graduate credit or a total of 70 semester hours of
27 graduate credit including a master's degree or all course
28 work completed toward a doctorate as certified by the
29 university where the work is being taken or equivalent
30 experience, at least five years of teaching experience.

31 (3) Assistant professor qualifications, a minimum of
32 master's degree plus ten semester hours of graduate credit or
33 equivalent experience.

34 (4) Instructor qualifications, a minimum of bachelor's
35 degree plus 15 semester hours of graduate credit.

36 (c) Considerations for classifications.--

37 (1) Graduate degrees and preparation to meet the
38 classifications of this section must be earned in fields

1 related to the service rendered to the university.

2 (2) Upon the recommendation of the president of a State
3 university, the board may accept other education and
4 experience qualifications than those mandated in this act for
5 temporary appointments.

6 Section 902. Leaves of absence.

7 (a) Eligibility.--

8 (1) Upon recommendation of the president of a State-
9 owned university, a leave of absence for a period not to
10 exceed 18 college calendar weeks with full pay or a leave of
11 absence for a period not to exceed 36 calendar weeks with
12 half pay, for restoration of health, study, travel or other
13 appropriate purposes, may be granted to any member of the
14 faculty of any university which is part of the system who has
15 completed seven or more years of satisfactory services as a
16 member of the faculty of one or more universities in the
17 system. Provided, that at least five consecutive years of
18 such service shall have been rendered to the university from
19 which the leave is sought.

20 (2) At the option of the employee, if the university
21 operates on a system of units other than semesters, the
22 employee may be granted a period corresponding to one or more
23 units, within the previous restriction of total weeks.

24 (3) Leaves may be granted for any part of the calendar
25 year.

26 (4) After completion of the requisite seven years, one
27 leave of absence shall be allowed for each additional seven
28 years of service upon recommendation and approval by the
29 president of the State-owned university.

30 (5) Leaves shall be accumulated so that no one shall
31 lose entitlement because of failure to use leave, but no one
32 shall be entitled to use more than 36 weeks of accumulated
33 leave in succession.

34 (6) The board may grant a leave of absence to other
35 system employees on the same basis as faculty members, as
36 defined in this act.

37 (b) Return to employment.--

38 (1) No leave of absence shall be granted unless the
39 person agrees, in writing, to return to the person's
40 employment with the university for a period of not less than
41 one year immediately following the expiration of the leave of
42 absence.

43 (2) The president of the State-owned university, with
44 the approval of the chancellor, may waive the requirement to
45 return to the university if both agree that it is in the best
46 interest of the university to waive the requirement to
47 return. The agreement to waive the requirement must be in
48 writing and signed.

49 (c) Effect of leave of absence.--

50 (1) No such leave of absence shall be considered a
51 termination or breach of the contract of employment and the

1 person on leave of absence shall be returned to the same
2 position he or she occupied prior thereto.

3 (2) Every employee, while on such leave of absence,
4 shall be considered to be in regular full-time daily
5 attendance in the position from which the leave was taken
6 during the period of leave, for the purpose of determining
7 the employee's length of service and the right to receive
8 increments.

9 (3) Every person on leave of absence shall retain the
10 right to make contributions as a member of either the State
11 Employees' Retirement Fund or the Public School Employees'
12 Retirement Fund and continue the person's membership in
13 whichever system the person currently holds membership.

14 (d) Policies.--Each State-owned university shall have the
15 right to make such policies as it may deem necessary to make
16 sure that employees on leave shall utilize such leave properly
17 for the purpose for which it was granted, requiring reports from
18 the employee or employees on leave in such manner as it may deem
19 necessary.

20 (e) Construction.--Nothing in this section shall be
21 construed to prevent any person on leave of absence from
22 receiving a grant for further study from any institution of
23 learning other than the State-owned university by which
24 employed.

25 Section 903. Faculty salaries in cases of sickness or death.

26 (a) Sickness.--

27 (1) In any college year, whenever a member of a faculty
28 of any State-owned university is prevented by illness or
29 accidental injury from following the member's occupation,
30 during the regular college year, or at any other time when
31 performing the member's duties as a faculty member, there
32 shall be paid to the employee the full salary to which the
33 employee may be entitled as if the employee were actually
34 engaged in the performance of duty for a period of 15 days.
35 Sundays, holidays and vacation periods shall not be counted
36 as days lost.

37 (2) Such leave shall be cumulative from year to year but
38 shall not exceed 90 days' leave with full pay in any one
39 year.

40 (3) Notwithstanding provisions of paragraphs (1) and
41 (2), no faculty member's salary shall be paid, if the
42 accidental injury is incurred while the employee is engaged
43 in remunerative work unrelated to school duties.

44 (4) Until such time as an employee has accumulated 90
45 days' leave, the provisions of this section shall not
46 preclude the granting of additional sick leave by
47 administrative action.

48 (b) Death.--Whenever a member of a faculty of any State-
49 owned university shall be absent from duty because of a death in
50 the immediate family of the employee, there shall be no
51 deduction in salary of the employee for an absence not in excess

1 of three days. Members of the immediate family shall consist of
2 father, mother, brother, sister, son, daughter, husband, wife or
3 parent-in-law and include any near relative who resides in the
4 same household or any person with whom the employee resides.

5 (c) Payment of compensation.--All compensation required to
6 be paid under the provisions of this section shall be paid to
7 the employee in the same manner and at the same time the
8 employee would have received the employee's salary if actually
9 engaged in the performance of the employee's duties.

10 Section 904. Effect on existing arbitration awards.

11 The precedential effect of any arbitration award or opinion
12 issued or pending prior to the effective date of this section
13 pursuant to a collective bargaining agreement authorized by the
14 act of July 23, 1970 (P.L.563, No.195), known as the Public
15 Employe Relations Act, shall not be diminished, altered or in
16 any manner limited by any repeal made in this act.

17 Amend Bill, page 8, line 21, by striking out "9" and
18 inserting

19 11

20 Amend Bill, page 8, line 23, by striking out "901" and
21 inserting

22 1101

23 Amend Bill, page 9, line 9, by striking out "902" and
24 inserting

25 1102