

Proposed Changes to Regulations: Section II.B.12.j., Benefits for Coaches

At the March 29, 2013, Board of Trustees meeting, the Board approved First Reading of proposed changes to the Board Regulations, Section II.B.12.j., Benefits for Coaches.

During the interim between first reading and final Board action, the proposed changes are publicly posted for campus input. Any comments regarding the revisions must be received in writing and will be shared with the Board prior to the second reading and final action which is planned for the June 7, 2013, Board of Trustees Meeting. All comments received will be shared with the Board before the June 7 meeting. Please send any written comments to the President's Office by Friday, May 24, 2013.

Following are the Resolution passed by the Board on March 29 and the Benefits for Coaches Regulation with proposed revisions.

Resolution:

WHEREAS the Western Illinois University Board of Trustees must approve changes to Regulations prior to implementation; and,

WHEREAS Western Illinois University coaches are appointed as temporary employees; and,

WHEREAS Western Illinois University wishes to require temporary coaches to utilize accumulated vacation leave within the year it is accrued:

THEREFORE be it resolved that the Western Illinois University Board of Trustees approves First Reading of the revision to the *Regulations* Section II.B.12.j. – Benefits for Coaches.

Proposed Revision:

II. Employees (continued)

B. Faculty and Administrative Employees (continued)

12. Employee Benefits (continued)

j. Benefits for Coaches (Approved March 26, 2010)

The following provisions shall apply only to coaches, who for the purposes of this subsection are defined as temporary administrative employees appointed for terms pursuant to written contract, or in the event of no written contract to terms of not longer than twelve months, and more than half of whose assignment is coaching intercollegiate athletics.

- (1) Notwithstanding any of the other benefits provisions of these Regulations, coaches may be given an appointment which entitles them to the employee benefits described in Section II.A.9. and Section II.B.12. above, (subject to the requirements thereof concerning application and eligibility), but with the following benefits:
 - (a) Coaches appointed hereunder shall be entitled to cumulative vacation leave which shall be earned at the rate of two days per month for each month in the term of appointment. Vacation leave may be accrued up to a maximum of ~~48-24~~ days. [An employee who accrues the maximum will earn no further vacation leave until the employee's use of vacation leave

reduces the accrual below the maximum.] Upon termination of employment, and provided that the employee is not re-employed at the same place of employment within 30 calendar days, he/she shall receive a lump-sum payment for unused vacation leave at the end of his/her term.

- (b) Coaches appointed hereunder shall be entitled to cumulative sick leave of 1.5 days per month of appointment. The employee may accrue cumulative sick leave up to a maximum of 360 work days and may use accumulated sick leave only when the employee is prevented from performing assigned duties because of illness, injury, or temporary disabilities. The employee may use up to twelve (12) days of earned sick leave per calendar year for absences resulting from the illness or injury of a parent, spouse, domestic partner, or child. Upon approval of the President, or the President's designee, an employee may use additional accrued sick leave for such absences. [Employees covered by a collective bargaining agreement with different sick leave benefits will receive those benefits according to their agreement.] Deductions of sick leave shall not be made during any Board approved holiday. No lump sum payment shall be made for cumulative sick leave earned after January 1, 1998. No more than five days of sick leave shall be deducted in any one calendar week.