

BOARD OF REGENTS BRIEFING PAPER

Agenda Item Title: Sabbatical Leave and Retirement Accrual

BACKGROUND & POLICY CONTEXT OF ISSUE:

This section of the handbook is not clear on the amount of service credit employees in the PERS system earn while on sabbatical. NRS 286.501 states that service credit earned is in direct proportion to the full time equivalency of an employee.

SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Approve language to clarify retirement contributions/retirement service credit while on sabbatical.

IMPETUS (WHY NOW?):

To clarify the language as it concerns retirement contributions/service credit while on sabbatical.

BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

To clarify handbook language.

POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

Full year sabbatical salary should not be reduced so faculty continue to receive full PERS service credit for the year.

ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

Leave current language in the handbook.

COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title # 4 Chapter # 3 Section # 11.6
- Amends Current Board Policy: Title # _____ Chapter # _____ Section # _____
- Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____
- Other: _____
- Fiscal Impact: Yes _____ No x _____
Explain: _____

New language is underlined, deletions have strikethroughs.

Title, 4 Chapter 3, Section 11. Sabbatical Leave

6. The taking of sabbatical leave will not interfere with the continuing employment of an individual by the NSHE, ~~or with his/her retirement program~~ or any other rights or privileges normally associated with appointment to the NSHE faculty. Retirement contributions for Retirement Plan Alternative (RPA) members will be made based on compensation. Service credit for PERS members will be earned in the proportion that the faculty member's actual compensation bears to his or her previous compensation.