

SOUTHWESTERN COMMUNITY COLLEGE	HUMAN RESOURCES/INFORMATION TECHNOLOGY BONUS LEAVE	Policy 4.02.11
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1. The College may award bonus leave to full-time employees when authorized by the state legislature. The award of bonus leave will be prorated according to months of employment in the contract.
2. Scheduling Bonus Leave - Bonus leave may be used under the same circumstances as vacation leave and shall be taken only upon authorization of the appropriate vice president. Employee preferences should be considered and schedules worked out bearing in mind individual and College needs; however, based on the College's needs, an individual may be required to take bonus leave at a different time.
3. Maximum Accumulation - There is no maximum accumulation of bonus leave.
4. Transfer of Bonus Leave - Bonus leave may be transferred into the College from other state agencies or community colleges at the time of hire. Upon separation due to resignation, dismissal or a reduction-in-force, bonus leave is transferrable to an employee's account with another state agency or community college.
5. Separation - Payment of Bonus Leave
 - A. Lump sum payment for bonus leave is made only at the time of separation from the College service due to resignation, dismissal, reduction-in-force, death or service retirement.
 - B. Employees retiring on disability retirement may exhaust bonus leave rather than be paid in a lump sum.
 - C. Payment for bonus leave may be made on the regular payroll or on a supplemental payroll, reflecting the number of days of bonus leave and the amount of payment. Bonus leave may be paid through the last full hour of unused bonus leave. Overdrawn vacation or sick leave amounts may be deducted from bonus leave prior to payment.

Adopted: October 2003

Revised: July 23, 2013