

## **BOWDOIN COLLEGE**

### **MEDICAL ABSENCES AND LEAVE POLICY FOR FACULTY**

Bowdoin College provides several types of leave for benefits-eligible faculty members. Benefits-eligible faculty members include those appointed on at least a half-time basis during the academic year, but does not include adjunct faculty. This policy provides information about the types of leave available and requirements for use of these leave programs. The attendance expectations for faculty members can be found in the [Faculty Handbook](#).

#### **1. Day-to-Day Absences for Personal Illness/Injury During the Academic Year**

**4. Short-Term Disability (Effective 1/1/14)**

Short-term disability (STD) is a program that provides income continuation for faculty members who are absent from work for a personal illness or injury lasting up to a maximum of 180 consecutive days. For further information about STD benefits, please contact Human Resources.

- a. There is no waiting period for a faculty member to receive STD.
- b. A faculty member approved for STD continues to receive his/her regular salary.
- c. The College will continue to pay its share of insurance premiums during STD and the faculty member is responsible for his/her usual contributions toward insurance premiums, **provided that the faculty member is still employed by the College. If employment is terminated, applicable benefit continuation provisions apply.**

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- a. A faculty member approved by the insurance carrier for LTD receives 60% of his/her monthly salary on a tax-advantaged basis (beginning on January 1, 2014).
- b. The College will continue to pay its share o

**8. Family and Medical Leave**

Faculty members are entitled to family and medical leave under the federal Family and Medical Leave Act or the Maine Family Medical Leave law as described in the College's [Family and Medical Leave Policy](#)