

EXEMPT EMPLOYEES' CODE OF PERSONNEL POLICY AND PROCEDURE

TABLE OF CONTENTS

0.0	BOARD OF TRUSTEES, CODE, CODE REVISIONS	1
0.01	Code of Personnel Policy and Procedure -- Defined	1
0.02	Repeal of Certain Board Ordinances and Rules	1
0.03	Procedure to Amend the Code -- Regular Procedures	1
0.04	Amending the Code -- Emergency Provisions	2
0.05	Delegation of Board Authority	2
1.0	EXEMPT EMPLOYEES DEFINED, RIGHTS, PROFESSIONAL CONDUCT, CODE OF ETHICS, REASONABLE ACCOMMODATION.....	2
1.01	Exempt Employees Defined	2
1.02	Exempt Employees with Faculty Status	2
1.03	Rights and Privileges	3
1.04	Statement of Professional Conduct	3
1.05	Code of Ethics	3
1.06	Reasonable Accommodation	4
2.0	CONDITIONS AND TERMS OF EMPLOYMENT.....	4
2.01	Types of Appointments	4
2.02	Appointments: Terms and Conditions	6
2.03	Regular Appointments	7
2.04	Position Changes	7
2.05	Hours of Work.....	7
2.06	Evaluation of Exempt Employees	8
3.0	SEPARATION FROM EMPLOYMENT	9
3.01	Resignation or Retirement	9
3.02	Abandonment of Position -- Presumption of Resignation	9
3.03	Termination, or Reduction of Employment, Due to Financial Exigency or Program Discontinuance.....	9
3.04	Notice of Separation (without stated cause)	10
3.05	Termination for Cause by University	11
3.06	Procedure for Dismissal for Cause.....	12
3.07	Disability Separation.....	13
3.08	Termination Due to Expired Work Authorization	13
3.09	Termination Due to End of Outside Agency Funding	13

EXEMPT EMPLOYEES' CODE
CWU POLICIES - PART 6

02/06

4.0	COMPENSATION AND BENEFITS	13
4.01	Salary Administration	13
4.02	Other Compensation.....	17
4.03	Holidays.....	17
4.04	Annual Leave	18
4.05	Disability Leave Plan	21
4.06	Sick Leave - Former Classified Service.....	23
4.07	Sick Leave Accrual Plan	23
4.08	Conversion Option--Sick Leave Accrual Plan.....	28
4.09	Paid Leave to Care for Family Members with Serious Medical Conditions	29
4.10	Family and Medical Leave	30
4.11	Parental Leave	31
4.12	Bereavement Leave	32
4.13	Military Leave.....	32
4.14	Jury/Civil Duty Leave.....	33
4.15	Release Time for Training Program, Workshop, Conference or Meeting	33
4.16	Professional Leave	33
4.17	Leaves of Absence Without Pay	35
5.0	GRIEVANCE PROCEDURE	36
5.01	Grievance Procedure --Definition, General Information, and Preliminary Conference.....	36
5.02	Grievance Procedure -- Informal Hearing	37
5.03	Suspensions.....	39
5.04	Grievance Procedure -- Formal Hearing	39
5.05	Resignation Prior to Completion of the Grievance Process	42