

1 **V. POLICY MATTERS FOR DECISION ... (cont'd)**

2
3 Matters recommended by the President ... (cont'd)

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7 **G. Rectification/Amendment ... (cont'd)**

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10 The proposals have to be returned to the Board for
11 rectification/amendment of the date of effectivity from 1
12 January 2004 to 11 May 2004, after the lifting of the election
13 ban.

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15 **Board action: Approval**

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18 **H. Extension of the leave privileges of personnel who are**
19 **extended in the service beyond compulsory retirement age**

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21 Justification:

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23 Under existing Civil Service Rules, those extended
24 beyond compulsory retirement age are no longer entitled to
25 leave privileges. However, the power of the Board of Regents
26 under Section 6, paragraph (e) of the University Charter
27 provides the following:

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29 "(e) To appoint, on the recommendation of the
30 President of the University, professors,
31 instructors, lecturers and other employees of
32 the University; to fix their compensation, hours
33 of service, and such other duties and
34 conditions as it may deem proper; to grant to
35 them in its discretion leave of absence under
36 such regulations as it may promulgate, any
37 other provisions of law to the contrary
38 notwithstanding, and to remove them for cause
39 after an investigation and hearing shall have
40 been had." [underscoring supplied]

1 **V. POLICY MATTERS FOR DECISION ... (cont'd)**

2
3 Matters recommended by the President ... (cont'd)

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7 **H. Extension of the leave privileges ... (cont'd)**

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10 It is therefore proposed that the leave privileges (i.e.,
11 teacher's leave in the case of faculty members not covered by
12 cumulative leave and cumulative leave in the case of
13 administrative personnel and other staff members not
14 belonging to the faculty, as well as in the case of faculty
15 members covered by cumulative leave, e.g. those holding
16 administrative positions) of personnel (faculty and non-faculty)
17 who are extended in the service beyond compulsory retirement
18 age (i.e. upon reaching 65th birthday under existing law) be
19 likewise extended.

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21 Guidelines:

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23 1. The extension of leave privileges authorized herein shall
24 take effect retroactively in the case of personnel who are
25 still in the service as of the date this policy is adopted and
26 serving the University under an extension of service (i.e.,
27 beyond compulsory retirement age); that is, the effectivity
28 of this privilege shall retroact to the date they attained
29 their respective 65th birthdays.
- 30
31 2. The existing rules governing the grant of cumulative
32 leave to faculty members under certain conditions shall
33 continue to be in force also in the case of those serving
34 under an extension of service beyond compulsory
35 retirement age.

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38 **Board action: Approval**