



## SECTION 1. DEFINITION – RESIDENT PHYSICI





annual leave shall be taken at a time approved or directed by the supervisor. Postdoctoral fellows shall not be paid for any unused annual leave upon termination of employment.

- II. Sick leave with pay will be granted as required, up to 15 days at full salary, available at any time during the initial 12 months of service. Beginning 12 months after the starting date or his or her contract, the postdoctoral fellow will begin to accrue additional sick leave at a rate of 1-1/4 working days per full month of service to add to any remaining balance of unused sick leave from the first 12 months of service. Part-time postdoctoral fellows shall be granted a pro rata amount of sick leave. Sick leave may be accrued from year to year, not to exceed 15 work days at the last day of each month. Postdoctoral fellows shall not be paid for any unused sick leave upon termination of employment.
- III. The NSHE group health insurance plan will be provided to postdoctoral fellows.
- IV. Effective January 1, 2004, postdoctoral fellows will participate in a 403(b) retirement plan with contributions of 6.2% of salary, made by both the employee and the employer. No contribution is made to Social Security by employee or employer.
- V. All postdoctoral fellows will receive workers compensation coverage paid by the employer and Medicare coverage with contributions of 1.45% of salary made by both the employer and employee.
- VI. All postdoctoral fellows will be issued an identification card denoting their status as a postdoctoral fellow, which shall entitle them to privileges as specified by each institution. Fees are assessed in accordance with institutional policy.
- VII. Grants-in-aid for tuition and fees will not be provided by the NSHE institution.
- VIII. Postdoctoral fellows with appointments of half time or more, along with the spouse and dependent children, will be considered in-state residents for tuition purposes. (B/R 10/04)