

## SIDE LETTERS

5. ***Long-Term Disability:*** TAUP and Temple agree that for the purposes of Article 13, Section B, just cause shall include disabilities which prevent satisfactory performance of service with or without accommodation and result in the faculty member's being on unpaid long term disability (inactive pay status) of over one year's duration. The position (or an equivalent one in the department) of a tenured faculty member who is terminated for adequate cause under this provision shall not be filled for the period of eighteen months following termination unless the released faculty member has been offered re-employment in a tenured position (with at least previous rank and salary) and at least one month with which to accept or decline, provided that the faculty member can satisfactorily perform the work required.

- a This memorandum remains in force and provides that a tenured faculty member who goes onto long-term disability in excess of one year's duration can be terminated after an additional period of eighteen (18) months. Therefore, tenured faculty members cannot lose their right to return to their position until they have been out on sick leave and disability for a total of thirty-six (36) months. At that point, they have lost all return rights.