

Approved

by order N43 of May 24, 2019 of the Rector of LEPL - NNLE - Tbilisi Theological Academy and Seminary of the Apostolic Autocephalous Orthodox Church of Georgia

Rules and conditions for the election, dismissal, awarding of the academic title of Emeritus and remuneration of a person aged 65 and over, at the LEPL - NNLE - Tbilisi Theological Academy and Seminary of the Georgian Apostolic Autocephalous Orthodox Church

**Article 1. Rules for electing a person aged 65 and over for an academic position and his/her dismissal from it**

1. The issue of holding an academic position by a person aged 65 or over at the NNLE Tbilisi Theological Academy and Seminary (hereinafter referred to as TTAS) of the Apostolic Autocephalous Orthodox Church of Georgia is resolved individually for each position of academic posts by the decision of the majority of the attendees of the TTAS Academic Council.
2. In case of expediency, the Academic Council may decide on the appointment of persons 65 years of age or older to an academic position for an individual faculty or individual directions of the faculty.
3. The issue of the dismissal of TTAS academic staff aged 65 and over is regulated by the relevant employment contract, the charter and the legal acts of the Academy and current legislation.

**Article 2. Rules and Conditions for Awarding and Remunerating the title of Emeritus to a Person Holding an Academic Position at the Theological Academy**

1. **Emeritus** (hereinafter - Emeritus) of the NNLE - Tbilisi Theological Academy and Seminary of the Autocephalous Apostolic Orthodox Church

of Georgia is an academic title established by the Theological Academy on the basis of legislation.

2. An academic title of Emeritus is granted to a person, if at the time of applying for it, he/she meets the following requirements:
  - A) The person is 65 years of age or older;
  - B) He/she holds the position of a professor and/or researcher of the Academy (or its equivalent<sup>1</sup>);

<sup>1</sup>The Academic Council, according to the content and specifics of the work, defines the equivalent of the position of a researcher.

- C) He/she has at least 20 years of experience in scientific and pedagogical work at TTAS, including at least 10 years of work as a professor.
  - D) Over his/her pedagogical, educational and scientific activities, he/she has made a significant contribution to the improvement of the Academy and/or to the field of their activities.
3. The title of Emeritus is granted to a person by the Rector, on the decision of the TTAS Academic Council, which is based on the person's application and his/her presentation made by the relevant faculty. The authorized person has the right to apply for the title of Emeritus before the expiration of the employment contract, with the condition of relinquishing his/her post of a professor and/or a researcher.
4. On being awarded the title of Emeritus, he/she relinquishes their position as professor and/or researcher at TTAS. The issue of awarding the title of Emeritus to a person, in accordance with the rules established by the Academic Council, is considered and a decision is made in the period between semesters.
5. A TTAS professor and/or researcher aged 65 and over is entitled to make a decision and apply for the acquisition of the title of Emeritus or for being

appointed to an academic position. In the case of a person failing to occupy the post of a professor after having submitted an application for taking an academic post, he/she loses the right of being awarded the title of Emeritus.

6. A person with the title of Emeritus of TTAS will be paid a monthly remuneration by this institution, which is 80% of the lowest salary a professor at TTAS regularly received when the decision on awarding the title of Emeritus was made.

### **Article 3. Additional conditions**

1. A person with the title of Emeritus can participate in the educational and scientific activities of TTAS, perform both paid and unpaid work without holding academic, scientific and auxiliary/administrative positions.
2. A person holding the title of Emeritus, according to the decision of the Academy, is entitled to additional social guarantees, unlimited use of the resources of the Academy and other benefits established by the Academy.

### **Article 4. Termination of the title of Emeritus**

1. A person shall be stripped of the title of Emeritus if it is revealed that he/she was awarded the rank in violation of this rule or on the grounds of a candidate submitting incorrect information.
2. In the case of a person with the title of Emeritus of TTAS holding an academic, scientific or administrative position at another educational institution, his/her monthly remuneration is terminated.

### **Article 5. Transitional Provisions (A Temporary Rule for Awarding the Academic Title of Emeritus)**

1. The academic title of Emeritus is awarded to a person aged 65 or over who is in a legal employment relationship with the Academy and at the time of applying for this title:
  - A) Is a current employee of Tbilisi Theological Academy and Seminary, has at least 20 years of experience working at TTAS and has made a significant contribution to the development of the Academy and/or to the relevant field through his/her pedagogical, educational and scientific activities;
2. A person with the title of Emeritus at TTAS is entitled to a monthly salary by the Academy:
  - A) The monthly remuneration of the persons provided for in sub-paragraph “a” of paragraph 1 of this Article is determined by the Academic Council. The remuneration determined by the Academic Council must not exceed the average monthly remuneration this person has been receiving for his/her work at TTAS for the last 2 years; making a decision on remuneration is guided by the criteria set by the Council.

#### **Article 6. Final Provisions**

1. The present rule shall enter into force upon approval.
2. Article 5 of the present rule shall terminate on December 31, 2019.
3. A person shall be awarded the title of Emeritus in accordance with the rules in force at the time of his/her application for the title and the legal consequences of this rule will extend to him/her.
4. When awarding a rank to persons holding the title of Emeritus the amount of remuneration determined for them is not subject to change.

5. The decision to award the title of Emeritus to a person must be made within 6 months from the date of his/her presentation for the title by the faculty.

6. Alterations to the rules are made by order of the Rector.