

Management, Supervisory and Confidential Personnel

PERSONAL ILLNESS AND INJURY LEAVE

A regular employee, if absent from duty because of illness or injury, shall receive full salary for one day for each month employed during each fiscal year. The unused portion of annual sick leave shall accumulate from year to year. A part-time employee, on a regular basis, shall be entitled to a prorated amount of such sick leave.

If sick leave extends beyond the days allowed for the current fiscal year, full pay will be continued for the total number of days of sick leave accumulated from previous years. Following this, an employee shall be paid 50% of his/her regular salary during the period of such absence. This partial payment stops after a total of 112 days of absence for a twelve-month employee and 110 days for a ten-month employee in any school year.

If an employee's entire sick leave has been depleted, the employee may request his/her accumulated vacation days.

Unused sick leave will be granted toward retirement per Government Code Section 20862.5 for employees hired prior to July 1, 1980.

Sick Leave Incentive

The District and its employees believe that good nutrition, physical fitness, and lifestyles which foster good health can be beneficial to employees. To encourage employees to participate in personal programs which can result in better health, any employee who is employed on a full-time basis for a full year, and who maintains perfect attendance without the use of any sick leave, shall be eligible to receive a one-time, nonrepetitive increment of \$150, or \$75 if only one leave day is utilized. Payment shall be made to eligible employees following the last day in each school year in which eligibility is established. No increment shall be paid if two or more leave days are used in any period of eligibility. Employees who are employed for a full year but who work less than a full-time, eight hours per day basis, shall be eligible to receive only that amount of nonrepetitive increment which bears the same ratio to the established full-time amounts stated herein, as the annual number of hours bears to the total number of work hours possible for the work year for a full-time employee.

Legal Reference: (see next page)

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Legal Reference:

EDUCATION CODE

44964 Power to grant leave of absence in case of illness, accident or quarantine

44965 Granting of leaves of absence for pregnancy and childbirth

44977 Salary deduction during absence from duties

44978 Provisions for sick leave of certificated employees

44979 Transfer of accumulated sick leave

44980 Transfer of accumulated leave for injury or illness

44981 Leave of absence for personal necessity

44983 Exception to sick leave when district adopts specific rule

44984 Required rules for industrial accident and illness leaves of absence

44986 Leave of absence for disability allowance applicant

45191-45192 Leave for illness or injury

45193 Leave for pregnancy

45195 Additional leave for nonindustrial accidents or illness

45196-45196.5 Salary; deductions during sick leave

45198 Effect of provisions authorizing leaves

45202 Transfer of earned leave

45207 Personal necessity

NAPA VALLEY EDUCATOR'S ASSN V NAPA VALLEY UNIFIED SCHOOL DISTRICT. (1987)
194 Cal. App. 3d 243.