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)
Management, Supervisory and Confidential Personnel

PERSONAL ILLNESS AND INJURY LEAVE

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)