

Management, Supervisory and Confidential Personnel

EXPIRATION OF LEAVE

Classified Employees

When all available leaves of absence, paid or unpaid, have been exhausted and if the employee is not medically able to assume the duties of his/her position, the employee shall, if not placed in another position, retire (if eligible), resign, or accept dismissal for reasons of health. If such employee is eligible for Industrial Accident or Illness Leave, his/her name shall be placed on a reemployment list for a period of 39 months.

When available during the 39-month period, and after submitting a medical clearance acceptable to the District, he/she shall be employed in a vacant position in the class of his/her previous assignment over all other available candidates except for a reemployment list established because of lack of work or lack of funds, in which case the employee shall be listed in accordance with appropriate seniority regulations. An employee who has been placed on a reemployment list, who has been medically cleared for return to duty, and who refuses to accept an appropriate assignment shall have his/her name removed from such reemployment list.

Certificated Employees

When all paid leaves of absence have been exhausted by a certificated employee, such employee may, at the discretion of the District, be placed on a health leave of absence without pay. Such leave is normally granted for one year only, but may be extended for a maximum of one additional year. If an employee has not sufficiently recovered by the end of the leave period, the employee shall retire (if eligible), resign, or accept dismissal for reasons of health. Application for reemployment for such employees will be given full consideration when accompanied by evidence of full recovery and ability to meet current employment standards. If an employee who was classified as a permanent employee is rehired within a 39-month period after the employee's last day of paid service, the District shall restore to the employee all rights, benefits, and burdens of a permanent employee as provided by law.