

Salinas Union High School District

All Personnel

Policy #4056.3

EMPLOYEE PROPERTY REIMBURSEMENT

The administration is authorized to compensate employees for damage to their personal property necessarily worn or carried when this damage is the result of activities in the pursuit of their employment and not the result of negligence of the employee.

The administration is authorized to compensate employees or persons for loss, destruction, or damage of personal property used in the schools of the District if caused by arson, burglary, or vandalism. Compensation will be made only for materials which the District requires an employee to furnish as a condition of employment or which have been approved by the appropriate manager as vitally needed materials not available from the District and for which a fair value has been established in writing prior to approval by the manager.

The maximum payment shall be the amount specified by the District's insurance carrier for such loss or the amount specified in the applicable collective bargaining agreement, whichever is less.

(cf. [3515.4](#) - Recovery for Property Loss or Damage)

(cf. [5131.5](#) - Vandalism, Theft and Graffiti)

Reimbursement for personal items used for work-related purposes shall be made only if: (Education Code [35213](#))

1. Use of the personal property was approved by the principal, site supervisor or designee before the property was brought to school or District premises
2. At that time, the employee and District representative agreed on the value of the property

Legal Reference:

EDUCATION CODE

[35213](#) Reimbursement for loss, destruction or damage of personal property

[48904](#) Liability of parent/guardian for willful misconduct; withholding of grades, diplomas and transcripts

CIVIL CODE: [1714.1](#) Liability of parent or guardian for act of willful misconduct by a minor

Policy Adopted: 11/24/81

Code References Revised: 7/31/90

Renumbered from 4146.5 to 4446.5: 2/3/92

Renumbered from 4445.6 to 4056.3 and revised: 1/04