

# Salinas Union High School District

Management Personnel

Policy # 4361.5/4461.5

## **EXTENDED PERSONAL ILLNESS/INJURY LEAVE**

Each employee shall be credited with not less than one hundred (100) working days (one hundred thirty (130) days for worker's compensation covered illness or injury) per fiscal year of paid sick leave, including annual and accumulated sick leave entitlement. Employees who begin employment subsequent to July 1 shall be credited with a prorated number of the one hundred (100) days.

The balance of the one-hundred (100) days, if any, beyond annual and accumulated sick leave shall be considered as extended injury or illness leave.

An "extended" accident or illness shall be an injury or illness that extends for ten (10) or more consecutive working days and is verified by a physician's statement or other acceptable verification.

Upon exhaustion of regular sick leave, an employee who is suffering from an extended injury or illness shall utilize accumulated sick leave, vacation, compensatory time, and other paid leave, if any, prior to using the balance, if any, of the one hundred (100) working day extended injury or illness leave.

The paid extended accident or illness leave shall be at a rate of fifty percent (50%) of the employee's regular salary and shall be exclusive of any other paid leave, holidays, vacation or compensatory time to which the employee may be entitled.

Any employee who has exhausted the one hundred (100) working days of extended accident or illness leave but has accumulated sick leave, vacation, compensating time or any other paid leave remaining, shall be placed on additional paid leave for a period of not less than the number of paid days remaining.

(cf. 4361.1/4461.1 - Personal Illness and Injury)

Legal Reference:

### EDUCATION CODE

45190 Leaves of absence and vacations

45191 Leaves of absence for illness and injury

45193 Leave of absence for pregnancy (re use of sick leave under certain circumstances)

45195 Additional leave for non-industrial accident or illness; reemployment preference

45196 Salary; deductions during sick leave

45202 Transfer of accumulated sick leave and other benefits

Policy adopted: 11/24/81

Code references revised: 8/7/90

Renumbered from 4352.9: 2/3/92

Reviewed and retained: 10/26/04