

Sacramento City USD

Board Policy

Personal Illness/Injury Leave

BP 4361.1 4161.1

Personnel

Except as expressly provided for in negotiated agreements and employment contracts, every certificated employee working five school days each week is entitled to 10 days personal illness or injury leave of absence per school year with full pay. Such leave for employees working less than five days per week shall be proportionately less. (Education Code 44978)

Sick leave shall be credited at the beginning of the school year. (Education Code 44978)
Employees who do not complete a year of service will be charged for any unearned sick leave used as of the date of termination.

Unused days of sick leave shall be accumulated from year to year without limitation. (Education Code 44978)

Employees may use sick leave as provided for in this policy for absences due to pregnancy, miscarriage, childbirth and recovery. (Education Code 44978)

The Superintendent or designee shall establish regulations requiring proof of illness or injuries reported by employees and specifying procedures by which such verification shall be made. (Education Code 44978)

Upon request, employees who terminate their service to the district may have their accumulated sick leave transferred to their next district of employment. (Education Code 44979)

Sick Leave Beyond 10 Days

When a certificated employee has used up all his/her current and accumulated sick leave and is still absent due to illness or accident, the employee shall receive his/her regular salary, minus the cost of a substitute to fill the position, for a period extending no longer than five continuous school months beyond the employee's 11th day of absence during the current school year. (Education Code 44977) Differential benefits shall not be provided for days on which the employee receives full pay as a result of accumulated sick 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
44986 Leave of absence for disability allowance applicant
Napa Valley Educator's Assn v Napa Valley Unified School District, (1987) 194 Cal. App. 3d 243.

Policy SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
adopted: November 16, 1998 Sacramento, California
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