

Personnel

BP 4161.9
4261.9
4361.9

CATASTROPHIC LEAVE PROGRAM

The Governing Board recognizes that district employees may desire to assist other employees who have an urgent need for a leave of absence but do not have sufficient accrued leave to cover their absence. The Superintendent or designee shall establish a catastrophic leave program by which employees may donate accrued vacation and/or sick leave credits, which shall be placed into a pool for use by eligible employees.

Donations made under the catastrophic leave program shall be strictly voluntary.

The district's policy and procedures regarding catastrophic leave shall be included in the employee handbook. The Superintendent or designee may notify employees annually, or more frequently if the need arises, of the process for donating leave for this purpose.

An employee may apply to use donated leave credits in accordance with the accompanying administrative regulation when they have exhausted all applicable paid leaves of absence and a catastrophic illness or injury incapacitates the employee or a member of their family for an extended period of time. (Education Code 44043.5)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

- Ed. Code 44043.5
- Ed. Code 44977
- Ed. Code 44978
- Ed. Code 44983
- Ed. Code 45190-45191
- Ed. Code 45196
- Lab. Code 245-249

Description

- Catastrophic leave
- Salary schedule for substitute employees
- Sick leave, certificated employees
- Compensation during leave, certificated employees
- Sick leave and vacation, classified employees
- Salary deductions during sick leave, classified employees
- Healthy Workplaces, Healthy Families Act of 2014

Management Resources

- Website

Description

- CSBA District and County Office of Education Legal Services

Cross References

- 4112.42
- 4157.1/4257.1/4357.1
- 4159/4259/4359
- 4161/4261/4361
- 4161.1/4361.1
- 4161.8/4361.8

Description

- Drug And Alcohol Testing For School Bus Drivers
- Work-Related Injuries
- Employee Assistance Programs
- Leaves
- Personal Illness/Injury Leave
- Family Care And Medical Leave

Policy
adopted: September 8, 1994
revised: March 26, 2009
revised: December 15, 2022

MURRIETA VALLEY USD
Murrieta, California