

Certificated/Classified Personnel

LEAVES

The Governing Board shall provide for paid and unpaid employee leaves of absence in accordance with law, Board Policy, Administrative Regulation and collective bargaining agreements.

The Board recognizes the following justifiable reasons of absence as provided by law:

1. Personal illness or injury
2. Industrial accident or illness
3. Family care and medical leave
4. Military service
5. Personal necessity and personal emergencies
6. Disability leave for certificated employees in accordance with Education Code 44986
7. Jury duty or required court appearances
8. Vacations for classified staff and certificated management staff, as applicable
9. Sabbaticals for purposes of study or training related to the employee's job duties
10. Attendance at work-related meetings and staff development opportunities
11. Compulsory leave
12. Campaign for or service in an elected public office

(cf. 4118 - Suspension/Disciplinary Action)

(cf. 4131 - Staff Development)

(cf. 4161.1 Personal Illness/Injury Leave)

(cf. 4161.11/4261.11 Industrial Accident/Illness Leave)

(cf. 4161.2 - Personal Leaves)

Long-Term Leaves

The Board may grant long-term leaves of absence in accordance with Administrative Regulations and collective bargaining agreements. Sabbatical leaves shall be strictly governed by the Education Code, Board Policy and collective bargaining agreements.

Legal Reference:

EDUCATION CODE

44036 Leaves of absence for judicial and official appearances

44037 Unlawful to encourage exemption from jury duty

44940 Sex offenses and narcotic offenses; compulsory leave of absence

44962-44988 Leaves of absence (certificated)

45190-45210 Leaves of absence (classified)

GOVERNMENT CODE

3543.2 Scope of representation

Adopted: August 24, 1993

Revised: 4/22/99;

Reviewed: 11/15/94

WEST SONOMA COUNTY UHSD

Sebastopol, California