

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Assoc. Superintendent, PSS

Issue No: 4

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ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

Reference: PUSD/PFT Agreement

EC 44977, 44978

4.2 CERTIFICATED PERSONNEL

SECTION 4.230 SICK LEAVE

Each full-time teacher will receive, accumulated without limit, ten (10) days leave of absence per year for illness or injury.

- In compliance with state statutes, unit members shall be credited at retirement with credit for each day of accumulated and unused leave of absence for illness or injury for which full salary is allowed.
- Full-time teachers are entitled to ten (10) days leave of absence per year. Leaves for part-time teachers are prorated. The annual allotment becomes available immediately upon the beginning of service for each school year.
- At the beginning of each new school year, each teacher shall receive an accounting, in writing, of the total number of sick leave days that have been accumulated at that time.

The District will provide for the leave of absence from duty and will grant compensation during the leave of absence to all certificated employees in this Unit who are compelled to absent themselves from their duties because of accident or illness, whether or not the cause of absence arises out of and in the course of the employment of the employee, or because of quarantine which results from contact with other persons having a contagious disease while performing his/her duties, or because of temporary inability to perform the services required because of illness, accident, or quarantine.

Employees absent from duty for reasons of illness or accident for a maximum period of five (5) months or less from the date of the expiration of accumulated sick leave shall receive the regular salary, less the amount actually paid a substitute employee to fill the position during the employee's absence. During the time of the medical disability, the District share of the cost of the fringe benefits shall be assumed by the District.

Use of full sick leave benefits will be authorized for that period of time during childbirth in which, in the written opinion of the employee's physician, the employee is medically disabled, and unable to perform regular duties because of such disability. Disabilities will include any cause for which sick leave of absence would be granted including, but not limited to, disabilities as a result of pregnancy, miscarriage, childbirth, and recovery.

If an employee has exhausted regular sick leave, he or she will be eligible to receive a maximum of five days leave at regular salary less the cost of a substitute for illness or surgery of an immediate family member, as verified by the employer, if necessary. This leave does not accumulate from year to year.

Permanent employees who have resigned, or probationary employees who have been dismissed or resigned because of a reduction in services, shall be entitled to accrued sick leave if reemployed within thirty-nine (39) months of termination.

Upon retirement, unused sick leave shall be credited for retirement purposes as specified in State statutes.