

**POWAY UNIFIED SCHOOL DISTRICT  
BOARD POLICY**

**Originator:** Assoc. Superintendent, PSS

**Issue No:** 4

**Date:** 10/14/91

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**ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES**

**Reference:** EC 44985, 87788;

PUSD/PFT Agreement

**4.2 CERTIFICATED PERSONNEL**

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**SECTION 4.232 PERSONAL NECESSITY LEAVE**

Unit members may use accumulated sick leave granted pursuant to Education Code 44978 for personal necessity leave. Such leave is with full pay and is deductible from accrued sick leave. Personal necessity leave will include the following emergencies:

- Death of a member of the immediate family (mother, father, grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister of the employee, or any person living in the immediate household of the employee).
- Accident involving employee's person or property or the person or property of a member of the employee's immediate family.
- Appearance in court as a defendant, as a witness under an official order, or to appear with employee's minor child or ward on any court summons.
- Illness or surgery involving a member of immediate family, as verified by the employer, if necessary.
- Observance of religious holidays (well-recognized religion in which observance of tenets necessitates employee's absence).