### Leave Administration

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

### Definitions

#### Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
5. Grandparent and grandchild.
6. Any person residing in the employee’s household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

#### Family Emergency

The term “family emergency” shall be limited to disasters and life-threatening situations involving the employee or a member of the employee’s immediate family.

#### Leave Day

A “leave day” for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee’s usual assignment, whether full-time or part-time.

#### School Year

A “school year” for purposes of earning, using, or recording leave, except the sick leave bank, shall mean the term of the employee’s annual employment as set by the District, whether full-time or part-time.

For purposes of the sick leave bank, the term “school year” shall mean September 1 through August 31.

#### Catastrophic Illness or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions related to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.
Note: For District contribution to employee insurance during leave, see CRD(LOCAL).

**Availability**
The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

**Earning Local Leave**
An employee shall not earn any local leave when he or she is in unpaid status. An employee using full or proportionate paid leave shall be considered to be in paid status.

**State and Local Leave Proration**
If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, leave shall be prorated based on the actual time employed.

If an employee uses more leave than he or she earned and remains employed with the District through his or her last duty day, the District shall deduct the cost of the excess leave days from the employee’s pay in accordance with administrative regulations.

**Medical Certification**
An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than five consecutive workdays because of personal illness or illness in the immediate family;
2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or
3. The employee requests FMLA leave for the employee’s serious health condition; a serious health condition of the employee’s spouse, parent, or child; or for military caregiver leave.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

**State Personal Leave**
The Board requires employees to differentiate the manner in which state personal leave is used.

**Nondiscretionary Use**
Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child’s birth, adoption, or foster placement.
Discretionary Use

Discretionary use of leave is at the individual employee’s discretion, subject to limitations set out below.

Request for Leave

In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee’s absence on the educational program and District operations, as well as the availability of substitutes.

Discretionary use of state personal leave shall not exceed three consecutive workdays and a total of six days in a school year, except in extenuating circumstances in accordance with administrative regulations.

Local Leave

Each employee shall earn paid leave days in accordance with administrative regulations.

Local leave shall accumulate without limit. Upon resignation, all unused and nonreimbursable sick leave shall be lost.

Local leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above]

Catastrophic Sick Leave Bank

The District shall establish a catastrophic sick leave bank that employees may join through contribution of local or state personal leave.

Leave contributed to the bank shall be solely for the use of participating employees. An employee who is a member of the bank may request leave from the bank if the employee experiences a catastrophic illness or injury and the employee has exhausted all paid leave.

The Superintendent or designee shall develop regulations for the operation of the catastrophic sick leave bank that address the following:

1. Membership in the catastrophic sick leave bank, including the number of days an employee must contribute to become a member;
2. Procedures to request leave from the catastrophic sick leave bank;
3. The maximum number of days per school year a member employee may receive from the catastrophic sick leave bank;
4. The committee or administrator authorized to consider requests for leave from the catastrophic sick leave bank and criteria for granting requests; and

5. Other procedures deemed necessary for the operation of the catastrophic sick leave bank.

Appeal

An employee may appeal a decision regarding the sick leave bank in accordance with DGBA(LOCAL).

Peace Officers

Mental Health Leave

A District peace officer who experiences a traumatic event in the scope of employment shall be granted a maximum of three days of mental health leave per traumatic event, with a maximum of two extensions under certain circumstances. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee’s pay or leave balance.

The Superintendent shall develop regulations regarding mental health leave that address the following:

1. Circumstances or reasons under which a peace officer may use mental health leave and be eligible for an extension;

2. Procedures for requesting mental health leave and maintaining the anonymity of the requestor;

3. The administrator authorized to approve requests for mental health leave; and

4. Other procedures deemed necessary for administering this provision.

Communicable Disease Leave

A District peace officer shall be granted quarantine leave when ordered by the local health authority or the peace officer’s supervisor to quarantine or isolate due to possible or known exposure to a communicable disease while on duty. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee’s pay or leave balance.

The Superintendent shall develop regulations regarding quarantine leave that address the following:

1. Continuation of all employment benefits and compensation for the duration of the leave;

2. Reimbursement for reasonable costs related to the quarantine; and

3. Other procedures deemed necessary for administering this provision.
FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.

**Note:** See DECA(LEGAL) for provisions addressing FMLA.

<table>
<thead>
<tr>
<th>Family and Medical Leave</th>
<th>FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.</th>
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<tbody>
<tr>
<td><strong>Twelve-Month Period</strong></td>
<td>For purposes of an employee’s entitlement to FMLA leave, the 12-month period shall be measured forward from the date an individual employee’s first FMLA leave begins.</td>
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<tr>
<td><strong>Combined Leave for Spouses</strong></td>
<td>When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.</td>
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<tr>
<td><strong>Intermittent or Reduced Schedule Leave</strong></td>
<td>The District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.</td>
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<tr>
<td><strong>Certification of Leave</strong></td>
<td>When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.</td>
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<tr>
<td><strong>Fitness-for-Duty Certification</strong></td>
<td>In accordance with administrative regulations, when an employee takes FMLA leave due to the employee’s own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.</td>
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<tr>
<td><strong>Leave at the End of Semester</strong></td>
<td>When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.</td>
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<tr>
<td><strong>Temporary Disability Leave</strong></td>
<td>Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.] An employee’s notification of need for extended absence due to the employee’s own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave. The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave, except that an employee receiving workers’ compensation income benefits may choose to receive those benefits in lieu of using paid leave.</td>
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</table>
## Workers’ Compensation

*Note:* Workers’ compensation is not a form of leave. The workers’ compensation law does not require the continuation of the District’s contribution to health insurance.

An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

### Paid Leave Offset

The District shall permit the option for paid leave offset in conjunction with workers’ compensation income benefits. [See CRE]

### Court Appearances

Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee’s pay or leave balance.

Absences for court appearances related to an employee’s personal business shall be deducted from the employee’s personal leave or shall be taken by the employee as leave without pay.

### Moonlighting or Other Work While on Leave

Taking another job or working at another job during normal District work hours while on FMLA leave or any other paid or unpaid leave pursuant to District policy is prohibited and shall be grounds for disciplinary action, up to and including termination in accordance with applicable policy.

### Neutral Absence Control

The District may allow for up to ten days of unpaid leave as a grace period after an employee has exhausted all paid or official unpaid leave. If an employee does not return to work after exhausting all paid leave, official unpaid leave if available (FMLA or temporary disability leave), and the grace period, the District shall automatically pursue termination of the employee, regardless of the reason for the absence [see DF series]. The employee’s eligibility for reasonable accommodations, as required by the Americans with Disabilities Act [see DAA(LEGAL)], shall be considered before termination. If terminated, the employee may apply for reemployment with the District.