

PERSONAL ILLNESS AND INJURY LEAVE

The Governing Board recognizes that an employee may experience an illness or injury, which incapacitates the employee for periods of time. When an employee has exhausted all sick leave and industrial accident leave to which the employee is entitled, the employee's salary shall be reduced by the actual payment made to the substitute or 35% of the employee's daily rate whichever is less. If no substitute is employed to replace the employee, 35% of the employee's daily rate will be deducted.

However, the Governing Board also recognizes that an employee may experience a serious illness for extended periods of time and may grant, upon request, the salary which would be paid if the employee were working, for a period of up to five (5) months, from the beginning of the leave.

If the employee is absent for more than five months, the employee may apply to the Governing Board for an extension of this pay provision, and the Board may grant such extension at its discretion. Otherwise, the employee will be placed on non-paid long term Health and Hardship Leave for the remainder of the school year.