TAMALPAIS UNION HIGH
SCHOOL DISTRICT

Healthy Workplaces, Healthy Families Act of 2014 *(AB 1522/AB 304)*

Paid Sick Leave for Substitutes

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1. What is the Healthy Workplaces sick leave benefit?

As of the 2015-16 school year, the Healthy Workplaces, Healthy Families Act of 2014 provides up to twenty-four hours annually of paid sick leave to non-exempt workers at Tamalpais Union High School District (TUHSD), who do not earn paid sick leave under collective bargaining agreements as members of the Tamalpais Federation of Teachers (TFT.

2. How do I qualify for paid sick leave?

To qualify for sick leave, an employee must work for the same employer, on or after January 1, 2015, for at least 30 days within a year in California and satisfy a 90-day employment period before taking any sick leave.

- You begin accruing paid sick leave once you have worked 30 days within one year.
- One year for TUHSD is defined as July 1st through June 30th.

3. When am I entitled to take paid sick leave?

You are able to begin using the sick leave on your 90th day of employment (as long as you have actually worked at least 30 days within one year).

4. How much leave do I get?

Per California Labor Code, section 246(a):

- One hour of paid sick leave is accrued for every thirty (30) hours worked in a calendar year.
- The maximum accrual in one year is (24) hours, or three (3) eight-hour work days.

5. How much will I be paid for use of my sick leave?

Pay is dependent upon the assignment selected.

6. I work in more than one school district. Can I combine or transfer hours of paid sick leave?

No. If you work or substitute teach in multiple districts, you will accrue hours to count towards paid sick leave in each district, but those hours are not transferable between districts.

Sick Leave is not “cashed out” upon separation. It cannot be added to other leaves earned in the district.