

**EXTENDED SICK LEAVE REQUIREMENTS FOR
MANAGERS AND CLASSIFIED EMPLOYEES**

1. If an employee's absence, due to either industrial or non-industrial illness or injury, extends beyond accumulated leave for this purpose, the employee will be paid at fifty percent (50%) of his/her regular rate for a period not to exceed one hundred (100) working days. The one hundred (100) working days period shall run concurrently with other paid leaves. An employee may use vacation accumulation to provide an amount equal to a full day's pay while on the 50% pay status. In no event shall this benefit extend beyond one hundred (100) working days in a fiscal year. Medical authorization for absences is required for employees to be eligible for extended sick leave.
2. In the case of employees whose absences are occasioned by other than an industrial accident or illness, other options are available. The employee shall first exhaust all accumulated sick leave before having the option to use vacation time for the balance of the 100 working days period provided by Education Code Section 88196.
3. Employees on extended sick leave are subject to the same requirements of providing notice, or "calling-in," as employees using regular sick leave.
4. The District retains the right to have the medical information validated by a physical examination of the employee by one of the District's physicians. The examination may be required as a condition of continued pay, benefits or the employee's resumption of duties.

Education Code Section 88196
Public Employees, Local 1, Articles 8 & 9