

MIDDLETOWN UNIFIED SCHOOL DISTRICT

Policy 4361.9: Catastrophic Leave Program

Original Adopted Date: 1/17/2024

The Governing Board recognizes that district employees may desire to assist other employees who have an urgent need for a leave of absence but do not have sufficient accrued leave to cover their absence. The Superintendent or designee shall establish a catastrophic leave program by which employees may donate accrued vacation and/or sick leave credits, which shall be placed into a pool for use by eligible employees.

Donations made under the catastrophic leave program shall be strictly voluntary.

The district's policy and procedures regarding catastrophic leave shall be included in the employee handbook. The Superintendent or designee may notify employees annually, or more frequently if the need arises, of the process for donating leave for this purpose.

An employee may apply to use donated leave credits in accordance with the accompanying administrative regulation when he/she has exhausted all applicable paid leaves of absence and a catastrophic illness or injury incapacitates the employee or a member of his/her family for an extended period of time. (Education Code 44043.5)

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

Ed. Code 44043.5

Ed. Code 44977

Ed. Code 44978

Ed. Code 44983

Ed. Code 45190-45191

Ed. Code 45196

Lab. Code 245-249

Description

[Catastrophic leave](#)

[Salary schedule for substitute employees](#)

[Sick leave; certificated employees](#)

[Compensation during leave; certificated employees](#)

[Sick leave and vacation; classified employees](#)

[Salary deductions during sick leave; classified employees](#)

[Healthy Workplaces, Healthy Families Act of 2014](#)

Management Resources

Website

Description

[CSBA District and County Office of Education Legal Services](#)

Cross References

Code

4112.42

4112.42

4157.1

Description

[Drug And Alcohol Testing For School Bus Drivers](#)

[Drug And Alcohol Testing For School Bus Drivers](#)

[Work-Related Injuries](#)

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