

HEALTH LEAVE: SUPERVISORY AND CONFIDENTIAL CLASSIFIED PERSONNEL

Supervisory and confidential employees may request and, upon a physician's recommendation, be granted a leave of absence without pay for reasons of health, for a period not to exceed six months. Granting of this leave is at the discretion of the Board of Trustees.

Once an employee is placed on health leave, the District may hire a replacement on a temporary or substitute basis. An employee on health leave shall be returned to work at any time during the leave that he/she becomes able, and he/she shall be returned to the classification to which he/she was previously assigned but not necessarily at the same location. Prior to return to active duty, a medical statement indicating an ability to return to his/her position (classification) without restrictions or detriment to the employee's physical and emotional well-being is required.

At the expiration of health leave, if the employee is still unable to return to work for reasons of health, his/her employment shall be terminated.

If reemployed during a period of 39 months following separation, the employee's absence shall not count as a break in service.

Reference: Education Code Section 45195

Policy adopted: September 18, 1978