

PERSONNELGENERAL PERSONNEL - WORKER'S COMPENSATION/SICK LEAVE

Any full-time certificated or non-certificated staff member who is employed on a regular basis and who suffers a job-related illness or injury which results in temporary total disability under applicable Worker's Compensation statutes, shall be allowed to use available accumulated sick leave days during the period he or she is absent from work, according to the following provisions:

1. For each day the staff member is unable to work but receives no total temporary disability compensation he or she may use a full sick leave day;
2. For each day the staff member is unable to work and receives total temporary disability compensation, he or she, to receive full salary, is required to turn over to the District any Worker's Compensation benefits received for the disability period. Sick days will be credited back to the employee's records based on a salary/Worker's Compensation benefit ratio determined by the Worker's Compensation benefits received and the employee's daily salary.
3. Staff members may not use a full sick leave day if temporary total disability is paid, i.e., no more than 100% of regular compensation will be paid.
4. An employee who has exhausted all sick leave shall not receive a salary and shall not be required to turn over to the District any Worker's Compensation benefits received.

The provisions of this policy shall apply only in those instances involving an illness or injury covered by applicable Worker's Compensation statutes.