

ARTICLE 23 - LEAVES

23.1 Sick Leave

a. Full-time certificated members of this unit shall be credited with ten (10) days of sick leave at the beginning of each work year. New employees employed for less than the full work year shall receive credit based on the remaining months left in the work year. *[Status quo.]*

g. *[New]* Use of Sick Leave to Care for Family Member's Serious Health Condition

- 1. Unit members may apply to the Assistant Superintendent or designee for use of up to 75% of sick leave accrued under this section 23.1 to care for a family member's serious health condition in conjunction with a leave under the California Family Rights Act (CFRA) or Family Medical Leave Act (FMLA) for this purpose.**
- 2. The definitions and requirements of CFRA/FMLA and implementing regulations shall apply to use of sick leave under this section 23.1(g).**
- 3. For purposes of qualifying to withdraw from the Catastrophic Leave Bank to care for a family member, unit members shall be deemed to have exhausted all sick leave within the meaning of section 23.3 (c) if they have used 75% of their sick leave to care for a family member under this section 23 (g).**

23.12 President Release Time: *Status quo.*