

## Article 23

### ARTICLE 23 - LEAVES

#### 23.1 Sick Leave

- a. Full-time certificated members of this unit shall be credited with ~~ten (10)~~ **twelve (12)** 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.

#### 23.4 Personal Necessity Leave

- a. Sick leave may be used by an employee in cases of personal necessity. Leave over two (2) days in duration will require the prior approval of the Assistant Superintendent/Human Resources or his/her designee.
- a. "Personal necessity" means circumstances that are serious in nature to the employee and that the employee cannot reasonably be expected to disregard, that necessitates immediate attention, that cannot be taken care of after work hours or on weekends.
- c. Unit members shall be granted unlimited use of sick leave for the serious illness or injury of an immediate family member as defined by 23.9.d.**
- ~~e.~~ **d.** Such leave shall not be taken for recreational travel, to engage in other employment, or to participate in Association-related political activities, demonstrations, or causes.
- ~~d.~~ **e.** Abuse of the above guidelines will result in a letter of reprimand in the discipline process and loss of pay.
- ~~e.~~ **f.** Employees may take personal necessity leave in half-day increments.

#### 23.12 President Release Time

- a. Release Time and Reimbursement

~~The Association and~~ The District shall provide one hundred percent (100%) of 1.0 FTE release time for the Association President during the school year.

~~The Association shall reimburse the District for the one hundred percent (100%) release time as follows:~~

- ~~1. Forty percent (40%) of all salary and benefits as per Step 1, Column 1 of the salary schedule in Appendix A if a replacement employee is required.~~
- ~~2. Sixty percent (60%) of all salary and benefits actually paid to the Association President in accordance with California Education Code Section 44087.~~

~~The District will submit an invoice to the Association approximately five (5) days after the end of each monthly payroll period. The Association will pay the invoice within approximately thirty (30) days after receipt. The billing will be in ten equal installments beginning with the last September pay period.~~

~~If the Association President was employed as less than 1.0 FTE in the year of their service as President, the first forty percent (40%) of reimbursement shall be at the replacement teacher costs as described in number 1 above.~~

b. Additional Criteria

1. The position shall be filled by a temporary employee.
2. Upon completion of his/her term of office, the Association President shall return to his/her prior school site and/or department.