

When an industrial accident or illness occurs during duty hours in the Placerville Union School District, the Board of Trustees shall grant a leave of absence not greater than sixty (60) working days.

1. Allowable leave shall not be accumulative from year to year.
2. Periods of leave of absence, paid or unpaid, shall not be considered a break in service of the employee.
3. Industrial accident or illness leave will commence on the first day of absence.
4. Payment for wages lost on any day shall not, when added to an award granted the employee under the Workers' Compensation Laws of the State, exceed the normal wage for the day.
5. Industrial accident leave will be reduced by one day, for each day of authorized absence regardless of a compensation award made under Workers' Compensation.
6. When an industrial accident or illness occurs at a time when the full sixty (60) days will overlap into the next fiscal year, the employee shall be entitled to only that amount remaining at the end of the fiscal year in which the injury or illness occurred for the same illness or injury.
7. Industrial leave is in addition to other sick leave benefits.
8. Any employee who has been medically released for return to light or modified duty within the 100 day pay differential period shall notify the District Office of his/her availability within one working day of their doctor's decision. Light or modified duty may include but is not limited to:
 - A. Work outside job description.
 - B. Work his/her job description with modifications.
 - C. Modified work schedule.

Modified duties/schedule shall be performed at a work site designated by the District.

Modified or light duty is not meant to permanently fill a vacancy.

- During Industrial Accident Leave, sick leave or vacation leave, payment for light or modified duty shall not exceed the normal wage for the day.
- Payment will be calculated at the employee's regular, hourly rate of pay.

Each unit administrator and department head will make Workers' Compensation forms available to all employees. Supervisors shall fill out a Workers' Compensation form for any accident or injury that results from carrying out the responsibilities of a District employee.

ARTICLE 17

INDUSTRIAL ACCIDENT AND ILLNESS LEAVES - Continued

The industrial accident or illness leave of absence is to be used in lieu of entitlement acquired under Section 45191 of the Education Code. When entitlement to industrial accident leave or illness leave has been exhausted, entitlement to other sick leave will then be used; but, if an employee is receiving Workers' Compensation he shall be entitled to time, vacation or other available leave which, when added to the Workers' Compensation award, provide for a full day's wage or salary.

The Board of Trustees may provide for such additional leave of absence, paid or unpaid, as it deems appropriate and during such leave the employee may return to his position without suffering any loss of status or benefits.

During all paid leaves of absence, whether industrial accident leave as provided in this section, sick leave, vacation, compensated time off or other available leave provided by law or the action of the Board of Trustees, the employee shall endorse to the District wage loss benefit checks received under the Workers' Compensation Laws of this State. The District, in turn, shall issue the employee appropriate warrants for payment of wages or salary and shall deduct normal retirement and other authorized contributions. Reduction of entitlement to leave shall be made only in accordance with this section.

When all available paid leaves of absence have been exhausted and an employee is unable to resume the duties of his position, his active employment status shall be terminated and he shall be placed on a reemployment list for a period of 39 months.

In order for an employee to be eligible for industrial accident or illness leave, he must have been a regular employee for a minimum of six months.

Any employee receiving benefits as a result of this section shall, during periods of injury or illness, remain within the State of California unless the Governing Board authorizes travel outside the State.

Any employee who has been placed on a reemployment list, as provided herein, who has been medically released for return to duty and who fails to accept an appropriate assignment shall be dismissed.

ARTICLE 18

BEREAVEMENT LEAVE

Every person employed by the Placerville Union School District is entitled to three (3) days leave of absence if within a two hundred (200) mile radius or up to five (5) days if travel farther than two hundred (200) miles, for the death of an immediate family member. The District may allow additional days if needed. No deduction shall be made from the sick leave or salary of such employee on account of such leave of absence.

"Member of his immediate family" as used in this section means the mother, father, grandmother, grandfather, or grandchild of the employee or the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, sister or sister-in-law of the employee. A person standing in loco parents will be considered as a member of the immediate family.