

## **4161 Leaves for Certificated and Certificated Management Employees**

The Governing Board shall provide for paid and unpaid employee leaves of absence in accordance with law, Board policy, administrative regulation and the applicable collective bargaining agreements. The leaves are applicable to certificated and certificated management employees.

The Board recognizes the following justifiable reasons for absence as provided by law:

1. Personal illness or injury.
2. Industrial accident or illness.
3. Childbirth and recovery, care of newborn, placement of a child with the employee for foster care or adoption of a child and other Family Care and Medical Leave issues.
4. Military service.
5. Family illness or accident; bereavement; fire, flood or other immediate danger to the employee's home or property; and other personal emergencies.
6. Vacations for classified staff and certificated management staff, as applicable.
7. Jury duty or required court appearances.
8. Religious observances.
9. Participation in child's school or day care activities.
10. Paid personal or family business leave.
11. Attendance at work-related meetings and staff development opportunities.
12. Compulsory leave.

**Board Approved:**

August 19, 2004

Effective Date: August 19, 2004