

Sierra College

ADMINISTRATIVE PROCEDURE

AP 7345

Catastrophic Leave

Date Adopted:	10/13/1992
Date Revised:	10/7/2022
Date Reviewed:	10/7/2022
References:	Education Code Sections 87045; UPEC 792 Collective Bargaining Agreement; SCFA Collective Bargaining Agreement; Management and Confidential Handbook

The Board of Trustees is authorized to grant additional leave in accordance with Education Code Section 87045.

In the event of catastrophic illness or injury, the District agrees to provide catastrophic leave to an employee in accordance with the following provisions:

- “Catastrophic illness or injury” means an illness or injury that is expected to incapacitate the employee for an extended period of time; or that incapacitates a member of the employee’s family requiring the employee to take time off from work for an extended period of time to care for that family member, and taking extended time off work creates a financial hardship for the employee because they have exhausted all of their sick leave and other paid time off.
- The employee has exhausted all entitlements to sick leave, additional sick leave, vacation, and compensatory time and has submitted a claim for income protection benefits;
- The District will supplement the pay of the employee to 100% of average monthly salary until such time as the employee is eligible for the long-term disability payments which commence on the 61st work day of absence;
- All requests for catastrophic leave shall be reviewed by Human Resources.
- The amount paid shall be decreased by extended leave benefits paid as a result of Education Code Section 87045. If those code sections are modified, this leave program will sunset and the parties will meet to negotiate a successor program;
- Any reimbursement received by the employee from Workers’ Compensation or PERS/STRS for payments previously received for catastrophic leave will be returned to the District.

See Board Policy 7345.