

YREKA UNION HIGH SCHOOL DISTRICT
400 Preece Way
Yreka, California 96097
530-842-6151

CLASSIFIED
- CATASTROPHIC LEAVE POOL DONATION –

Employee's Name: _____

Number of Donated Hours to the Catastrophic Leave Pool: _____

(A unit member may donate a maximum of eighty (80) hours of Sick Leave per school year. A unit member may not donate their sick leave if it will reduce their sick leave balance below that which may be accrued during one year of service.)

Employee's Signature

Official use ONLY

_____ *Deducted from Employee's sick leave*

11.9 Catastrophic Leave

11.9.1 Unit members may use Catastrophic Leave pursuant to the following provisions:

11.9.1.1 Catastrophic Leave shall begin only after all accumulated Sick Leave and other paid leaves have been exhausted.

11.9.1.2 Maximum Catastrophic Leave shall not exceed six (6) consecutive months or the maximum number of days donated pursuant to this section, whichever is less.

11.9.2 To request Catastrophic Leave, the unit member or designee shall submit the appropriate form to the Association President.

11.9.2.1 To qualify for such leave, the unit member will have suffered an illness or injury that is expected to incapacitate the unit member for an extended period of time, or that incapacitates a member of the unit member's family which incapacity requires the unit member 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 unit member because he/she has exhausted all Sick Leave and other paid leaves (as defined in Article 11.9.1).

11.9.2.2 A "member of the employee's family" shall be limited to the spouse, child, parent, domestic partner ("domestic partner" is defined in the California Family Code 297.5) or an individual over which the unit member has legal guardianship.

11.9.3 As soon as practical, the Association Executive Board shall meet and determine whether to recommend to the Superintendent or designee approval of the request for Catastrophic Leave.

11.9.3.1 If the request is denied, the Association President shall notify the unit member or designee and the Superintendent or designee.

11.9.3.2 If the request is approved by the Association and Superintendent or designee, the Association and District shall solicit unit members on the appropriate District form to authorize donation of Sick Leave days pursuant to this Article. Completed forms shall be returned to the District Office.

11.9.3.3 A unit member may donate a maximum of eighty (80) hours of Sick Leave per school year. A unit member may not donate their sick leave if it will reduce their sick leave balance below that which may be accrued during one year of service.

11.9.3.4 Donated Sick Leave will be utilized on an hour by hour basis.

11.9.3.5 If the hours of donated Sick Leave are not used, those hours will be retained in the Catastrophic Illness Leave Pool for future use pursuant to this Article. The District shall maintain the Catastrophic Illness Leave Pool.

11.9.4 If a unit member exhausts his/her donated Sick Leave from the Catastrophic Illness Leave Pool, the unit member or designee may request additional Catastrophic Illness Leave pursuant to this Article. However, in no event shall the unit member be eligible to use more than six (6) consecutive calendar months of Catastrophic Illness Leave.

11.9.5 The Association agrees that it will not file, on its own behalf or on behalf of any unit member, any grievance, claim or lawsuit of any kind related to any attempt by a unit member to retrieve donated Sick Leave used by another unit member pursuant to this Article. The Association also agrees that it will not file, on its own behalf or on behalf of any unit member, any grievance, claim or lawsuit of any kind which attempts to challenge in any way the legality or enforcement of this Article.

11.9.5.1 The Association agrees to indemnify and hold the District harmless from any loss or damage arising from the implementation of this Article.

11.9.5.2 In the event of any grievance, claim or lawsuit challenging the legality or enforcement of this Article, the District may terminate this Article upon written notice to the Association.