

HEALTHY WORKPLACES/HEALTHY FAMILIES ACT OF 2014
PAID SICK LEAVE

Entitlement*:

- An employee who, on or after July 1, 2015, works in California for 30 or more days within a year from the beginning of employment is entitled to paid sick leave.

Usage:

- An employee may use paid sick days beginning on the 90th day of employment.
- An employee may request sick days in writing or verbally. An employee may use sick leave for themselves or a family member for the diagnosis, care or treatment of an existing health condition or preventive care, or specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking.

District Policy:

- Employees will be granted 24 hours of paid sick leave at the beginning of each fiscal year.
- The maximum amount of sick leave that may be accumulated is 48 hours.
- Calculated at the regular rate of pay for the workweek in which the employee uses paid sick time.
- Sick leave must be used in one hour increments, not to exceed the number of hours scheduled to work.
- Paid sick leave can be utilized only on days in which the substitute has accepted a job assignment and then is unable to complete the assignment for one of the reasons specified in BP 4121.

* Exception for those employees covered by qualifying collective bargaining agreements.