

# WJUSD

## Types of Leaves

THIS CHART PROVIDES AN ILLUSTRATION OF THE AVAILABLE LEAVES FOR USE BASED ON THE COLLECTIVE BARGAINING AGREEMENTS. PLEASE NOTE, EACH EMPLOYEE GROUP HAS BARGAINED SPECIFIC TYPES OF LEAVE, AND THE USES FOR THOSE LEAVES AND ; THEREFORE, EVERY TYPE OF LEAVE LISTED IN THIS CHART IS NOT AVAILABLE TO ALL EMPLOYEES. PLEASE REFER TO THE APPLICABLE COLLECTIVE BARGAINING AGREEMENTS FOR ADDITIONAL INFORMATION.

### WEA ARTICLE 12 (CERTIFICATED)

### CSEA ARTICLE 14 (CLASSIFIED)

#### SICK LEAVE

10 DAYS EARNED PER SCHOOL YEAR FOR FULL TIME EMPLOYEE.

1 DAY EARNED PER WORK MONTH.

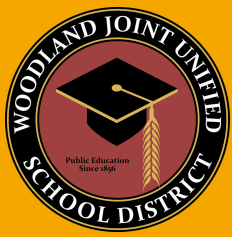
#### SICK LEAVE- PERSONAL NECESSITY

7 DAYS PER SCHOOL YEAR DEDUCTED FROM AVAILABLE REGULAR SICK LEAVE WITH PRIOR NOTIFICATION.  
FOR THE 24/25 SCHOOL YEAR- 10 DAYS CAN BE USED FOR PERSONAL NECESSITY

- 4 OUT OF THE 10 SICK LEAVE-PERSONAL NECESSITY DAYS CAN BE USED WITHOUT VERIFICATION WITH 24 HOURS PRIOR NOTIFICATION ("NO TELL").
- 6 OF THE 10 DAYS CAN BE USED WITH VERIFICATION AND ADVANCE NOTIFICATION.

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FOR THE 24/25 SCHOOL YEAR- 10 DAYS CAN BE USED FOR PERSONAL NECESSITY

- 4 DAYS OUT OF THE 10 SICK LEAVE-PERSONAL NECESSITY DAYS CAN BE USED AS NO TELL WITHOUT SUBMITTING THE VERIFICATION ORDINARILY REQUIRED FOR SICK LEAVE-PERSONAL NECESSITY. 24 HOUR NOTIFICATION MUST BE GIVEN TO SUPERVISOR EXCEPT IN THE CASE OF AN EMERGENCY



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### WEA ARTICLE 12 (CERTIFICATED)

### CSEA ARTICLE 14 (CLASSIFIED)

#### FAMILY CARE

3 DAYS PER SCHOOL YEAR.

- CAN BE USED IN THE CASE OF SUDDEN OR UNEXPECTED ILLNESS OR INJURY OF AN IMMEDIATE FAMILY MEMBER WHEN THE PRESENCE OF THE EMPLOYEE IS NECESSARY.

5 DAYS PER SCHOOL YEAR.

- CAN BE USED TO CARE FOR ILLNESS OF AN IMMEDIATE FAMILY MEMBER.

#### BEREAVEMENT

5 DAYS PER SCHOOL YEAR.

- CAN BE USED IN THE EVENT OF THE DEATH OF AN IMMEDIATE FAMILY MEMBER.

5 DAYS PER SCHOOL YEAR.

- CAN BE USED IN THE EVENT OF THE DEATH OF AN IMMEDIATE FAMILY MEMBER.

#### VACATION

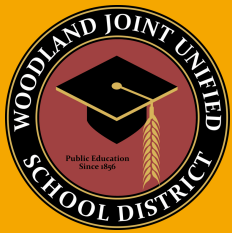
N/A

1-2 DAYS PER MONTH EARNED DEPENDING ON WORK YEAR, HOURS OF ASSIGNMENT, AND YEARS OF SERVICE.

#### CATASTROPHIC LEAVE

UP TO 20 DAYS DEPENDING ON ELIGIBILITY AND CONTRIBUTIONS.

UP TO FIVE MONTHS DEPENDING ON YEARS OF CONTINUOUS EMPLOYMENT.



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### WEA ARTICLE 12 (CERTIFICATED)

### CSEA ARTICLE 14 (CLASSIFIED)

#### WORKERS COMPENSATION

UP TO 60 DAYS AVAILABLE WHEN ABSENT DUE TO ILLNESS OR INJURY DUE TO INDUSTRIAL ACCIDENT AS DEFINED UNDER THE WORKER COMPENSATION INSURANCE.

UP TO 60 DAYS AVAILABLE WHEN ABSENT DUE TO ILLNESS OR INJURY DUE TO INDUSTRIAL ACCIDENT AS DEFINED UNDER THE WORKER COMPENSATION INSURANCE.

#### WEA-EXTENDED HEALTH LEAVE/ DIFFERENTIAL PAY CSEA- DIFFERENTIAL LEAVE

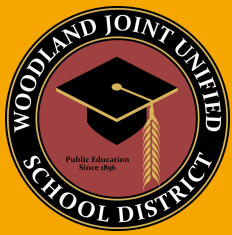
AVAILABLE WHEN EMPLOYEE IS ABSENT DUE TO ILLNESS WITH HEALTHCARE PROVIDER CERTIFICATION.  
AVAILABLE FOR A PERIOD OF UP TO FIVE SCHOOL MONTHS BEGINNING AFTER REGULAR SICK LEAVE EXHAUSTS.

AVAILABLE WHEN EMPLOYEE IS ABSENT DUE TO ILLNESS WITH HEALTHCARE PROVIDER CERTIFICATION. TOTAL OF 100 WORKING DAYS ARE AVAILABLE AND RUN CONCURRENTLY WITH REGULAR SICK LEAVE.

#### WEA-MATERNITY/ PATERNITY LEAVE CSEA-NEW CHILD LEAVE

3 DAYS FOR BIRTH OR ADOPTION OF A CHILD

3 DAYS FOR BIRTH OR ADOPTION OF A CHILD OR PREGNANCY-RELATED MEDICAL CONDITION



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### FAMILY AND MEDICAL LEAVE ACT (FMLA)

UP TO 12 WORK WEEKS IN A ROLLING 12 MONTH PERIOD.

ELIGIBLE IF EMPLOYED BY DISTRICT FOR 12 MONTHS AND AT LEAST 1250 HOURS IN A 12 MONTH PERIOD.

MAY BE USED FOR EMPLOYESS OWN SERIOUS HEALTH CONDITION, TO CARE FOR CHILD, PARENT, OR SPOUSE OF EMPLOYEE WHO HAS A SERIOUS HEALTH CONDITION, BONDING WITH NEWBORN CHILD OR CHILD IS PLACED IN CONECTION WITH ADOPTION OR FOSTER CARE. UNPAID LEAVE. MAY USE AVAILABLE ABSENCES BALANCES DEPENDING ON REASON FOR LEAVE. MAY RUN CONCURRENTLY WITH OTHER LEAVES.

### CALIFORNIA FAMILY RIGHTS ACT (CFRA)

UP TO 12 WORK WEEKS IN A ROLLING 12 MONTH PERIOD.

ELIGIBLE IF EMPLOYED BY DISTRICT FOR 12 MONTHS AND AT LEAST 1250 HOURS IN A 12 MONTH PERIOD.

MAY BE USED FOR CARE OF CHILD, DEPENDENT ADULT CHILD, A CHILD OF DOMESTIC PARTNER, PARENT, SPOUSE, DOMESTIC PARTNER, GRANDPARENT, GRANDCHILD, OR SIBLING OF THE EMPLOYEE WITH A SERIOUS HEALTH CONDITION; OR EMPLOYEES OWN SERIOUS HEALTH CONDITION; OR BONDING WITH NEWBORN CHILD OR CHILD IS PLACED IN CONECTION WITH ADOPTION OR FOSTER CARE. UNPAID LEAVE. MAY USE AVAILABLE ABSENCE BALANCES DEPENDING ON REASON FOR LEAVE. MAY RUN CONCURRENTLY WITH OTHER LEAVES.

### PREGNANCY DISABILITY (PDL)

UP TO 17 1/3 WEEKS WITH HEALTH PROVIDER CERIFICATION.

ELIGIBLE IMMEDIATELY UPON HIRE.

UNPAID. MAY USE AVAILABLE SICK LEAVE BALANCES. MAY RUN CONCURRENTLY WITH OTHER LEAVES.

### PAID PARENTAL LEAVE

UP TO 12 WEEKS OF LEAVE FOR THE BIRTH OF A CHILD OF THE EMPLOYEE OR THE PLACEMENT OF A CHILD WITH AN EMPLOYEE IN CONNECTION TO ADOPTION OR FOSTER CARE.

ELIGIBLE IF EMPLOYED BY THE DISTRICT FOR 12 MONTHS.

MUST BE TAKEN IN BLOCKS OF TWO WEEKS, EXCEPT ON TWO OCCASIONS.

LEAVE MUST CONCLUDE BY THE CHILD'S FIRST BIRTHDAY OR THE FIRST ANNIVERSARY OF PLACEMENT FOR ADOPTION OR FOSTER CARE. AVAILABLE SICK LEAVE BALANCES CAN BE USED FOR LEAVE. IF EMPLOYEE DOES NOT HAVE SICK LEAVE, THEY WILL RECEIVE DIFFERENTIAL LEAVE PAY. MAY RUN CONCURRENTLY WITH OTHER LEAVES.