

## **Personnel – General**

### **E. Leaves of Absence**

#### **4056 Industrial Accident and Illness Leave (Academic)**

##### **1. Purpose**

Academic employees will be entitled to industrial accident leave according to the provision in California Education Code Section 87787 for personal injury which has qualified for workers' compensation under the provisions of the District's workers compensation insurance fund.

##### **2. Duration and Accumulation**

Such leave shall not exceed sixty (60) days during which the colleges of the District are required to be in session or when the academic employee would otherwise have been performing work for the District in any one (1) fiscal year for the same industrial accident.

Industrial accident or illness leave shall be reduced by one (1) day for each day of authorized absence regardless of a temporary disability indemnity award. Such leave is not cumulative from year to year and if an absence overlaps into a new academic year, the academic employee will have available only that amount which was not used the prior year for the same illness or injury.

##### **3. Medical Examination**

The District has the right to have the academic employee examined by a physician designated by the District to assist in determining the length of time during which the academic employee will be temporarily unable to perform assigned duties and the degree to which a disability is attributable to the injury involved.

##### **4. Reimbursement**

For any days of absence from duty as a result of the same industrial accident, the academic employee shall endorse to the District any wage loss benefit check from the District's workers compensation fund which would make the total compensation from both sources exceed one hundred percent (100%) of the amount the academic employee would have received as salary had there been no industrial accident or illness.

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##### **5. Sick Leave**

If the academic employee is unable to return to duty after exhausting paid industrial accident and illness leave, the academic employee will receive any accumulated paid sick leave and other extended sick leave benefits. Such leave shall not affect the normal accumulated sick leave. Such leave allowances will be reduced only in the amount necessary to provide a full day's wages or salary, when added to compensation from District's workers compensation fund.

##### **6. Residency Requirement**

An academic employee receiving benefits under these provisions shall, during periods of injury or illness, remain within the State of California unless otherwise authorized by the Governing Board.

##### **7. Separation from District Employment**

When all available leaves of absence, paid or unpaid, have been exhausted and if the academic employee is not medically able to assume the duties of the position, the person shall be separated from employment with the District.