

HARTNELL COMMUNITY COLLEGE DISTRICT

BP 7340 **Leaves**

References: Education Code Sections 87763 et seq. and 88190 et seq. and cites below;
Government Code Section 12945.6; Labor Code Sections 245 et seq.

The superintendent/president shall establish procedures for employee leaves as authorized by law and by any collective bargaining agreements and/or working conditions entered into by the District.

Such leaves shall include, but are not limited to:

- illness or injury leaves for all classes of permanent employees (Ed. Code 87781 and 88192);
- paid sick leave (Labor Code 246)
- vacation leave for members of the classified service, administrators, supervisors and managers;
- leave for service as an elected official of a community college District public employee organization, or of any statewide or national employee organization with which the local organization is affiliated or leave for a reasonable number of unelected classified employees for the purpose of enabling an employee to attend important organizational activities authorized by the public employee organization (Ed. Code 87768.5 and 88210);
- leave of absence to serve as an elected member of the legislature (Ed. Code 87701);
- pregnancy leave (Ed. Code 87766 and 88193; Government Code 12945);
- leave to bond with a new child (Ed. Code 87784.5 and 88207.5);
- use of illness leave for personal necessity (Ed. Code 87784 and 88207);
- industrial accident and illness leave (Ed. Code 87787 and 88192);
- bereavement leave (Ed. Code 87788 and 88194);
- jury service or appearance as a witness in court (Ed. Code 87036 and 87037);
- military service (Ed. Code 87700); and
- sabbatical leaves for permanent faculty, administrators, and managers.

In addition to these policies and collective bargaining agreements, the Board retains the power to grant leaves with or without pay for other purposes or for other periods of time.

Adopted Board of Trustees: December 6, 2016
See Administrative Procedures 7343 and 7344