HARTNELL COMMUNITY COLLEGE DISTRICT

AP 7345       Catastrophic Leave Program

Reference: Education Code Section 87045; CSEA Bargaining Unit Agreement, Article 17.

The Catastrophic Leave Program permits regular employees of the district to anonymously donate eligible leave credits to a catastrophic leave bank when regular employees or their families suffer from a catastrophic illness or injury.

- "Catastrophic illness" or "catastrophic injury" means an illness or injury expected to be incapacitating for an extended period of time, or that incapacitates a family member and requires taking time off from work for an extended period of time to care for family and this extended time off work creates a financial hardship for the employee because he or she has exhausted all of his or her sick leave and other paid time off.
- “Regular employee” means for purposes of the catastrophic leave program only, means all probationary or tenured full-time faculty, probationary or permanent classified staff, including confidential staff, and all supervisors, classified administrators, and educational administrators. It does not include part-time faculty, professional experts, substitutes, short-term hourly, playground assistants, apprentices, or student workers.
- "Eligible leave credits" means vacation leave and sick leave accrued to the donating employee.

Eligible leave credits may be donated for catastrophic illness or injury if all of the following requirements are met:

- Recipients file a request with the district appealing for donated eligible leave credits and provide verification that they or their family are victims of catastrophic injury or illness;
- The Director of Human Resources or his / her designee determines that recipients are unable to work due to catastrophic illness or injury, or a family member has suffered from a catastrophic illness or injury for which they are providing care; and
- Recipients have exhausted all other accrued paid leave credits.

After the transfer of eligible leave credits is approved by the district, any employee may give written permission to donate their eligible leave credits to the catastrophic leave bank. Limits on eligible leave credit amounts that employees may donate or receive depend on collective bargaining unit rules. In the absence of such rules, the minimum donation of sick leave shall be 8 hours, and no employee will be allowed to donate if that donation will bring the employee’s accumulated (not advanced) sick leave balance below 10 days.
Only the district may make announcements seeking eligible leave credit donations.

Employees who receive catastrophic leave credits will continue to use any other accumulated leave credits which may accrue to them on a periodic basis prior to using paid catastrophic leave.

The maximum amount of time for which donated leave credits may be used by a recipient may not exceed 12 consecutive months, and is contingent on continued eligibility. The recipient must provide medical evidence of continued eligibility for catastrophic leave, and eligibility will be reviewed at least every two months while a recipient is using catastrophic leave.

All transfers of eligible leave credit are irrevocable. Donated but unused leave credits will remain in a bank maintained by the District. The Director of Human Resources is responsible to inform the potential donor or donors if the recipient has obtained the maximum allowable leave time or if leave time is no longer required.

See Board Policy 7345

Approved by Superintendent/President: December 2012; Rev: August 17, 2018