

Human Resources

1 **BP 7345 CATASTROPHIC ILLNESS LEAVE PROGRAM**

2 **References:**

3 Education Code Section 87045

4 The Board authorizes implementation of a Catastrophic Illness Leave Program to permit
5 regular, full-time District employees who have completed the probationary period to
6 donate a maximum of one day of their own accumulated sick leave balance, per academic
7 year, to another District employee who has been diagnosed with a catastrophic illness.

8 For the purpose of this Program, “catastrophic illness” is defined as a medically-
9 diagnosed condition, as determined by a licensed medical practitioner, that is expected
10 to incapacitate the employee for an extended period of time (at least 30 calendar days)
11 and prevent the employee from performing his/her duties. Pursuant to Education Code
12 87045, an employee must exhaust all accrued paid leave credits in order to be eligible for
13 catastrophic illness leave. Accumulated and donated sick leave, extended sick leave,
14 and long-term disability benefits are used concurrently with employee leave entitlements
15 under the Family and Medical Leave and California Family Rights Acts. Donations of sick
16 leave through this Program can be accepted from all regular District employee groups.

17 The President/Superintendent shall establish administrative procedures to administer the
18 program that comply with the requirements established by the Education Code. The
19 administrative procedures shall ensure that the program is administered in a
20 nondiscriminatory way.

21 Office of Primary Responsibility: Vice President, Human Resources

Date Adopted: January 18, 2017

Date Reviewed: May 15, 2019