

VENTURA COUNTY OFFICE OF EDUCATION

SUPERINTENDENT POLICY NO. 4261.11

ADOPTED: 02/14/96

CLASSIFICATION: Personnel

REVISED:

SUBJECT: Industrial Accident/Illness Leave

Leaves resulting from industrial accident or industrial illness shall be granted to personnel in regular classified positions, in accordance with the provisions of Education Code Section 45192.

A classified employee shall be granted a leave of absence with pay when absent due to an industrial accident or industrial illness, in accordance with the following regulations:

Such leaves shall be for a maximum of sixty (60) working days in any one fiscal year for the same accident. In the event that the sixty (60) days will overlap into the next fiscal year, the employee shall be entitled to only those days remaining at the end of the fiscal year in which the accident or illness occurred.

Such leave and other benefits provided by this section shall be granted only after an employee has continuously served a minimum of six (6) months in the employ of the County Office of Education and successfully completed an initial probationary period.

Such leave shall not be accumulated from year to year.

During all paid leaves of absence required as a result of an industrial accident or industrial illness, whether industrial accident leave, sick leave, vacation, or other paid leave, the employee shall endorse to the County School Service Fund wage loss benefit checks received under Workers' Compensation temporary disability. The County School Service Fund shall, in turn, issue the employee full payment of salary and shall make normal payroll deduction. (E.C. 45192)

An employee's industrial accident leave shall be suspended automatically for any period during which the employee is not within the State of California, unless prior approval has been obtained from the County Superintendent of Schools for absence from the State.

Industrial accident or industrial illness leave shall be reduced one day for each day of authorized absence, regardless of a temporary disability award.

When industrial accident or industrial illness leave has been exhausted, the employee will draw from accrued sick leave, vacation, or other available paid leave, so as to prevent a loss of salary.

The County Superintendent of Schools or authorized representative may require a physical examination to be taken by any classified employee of the County Office of Education.

The County Office of Education may either provide the required examination, cause the examination to be provided, or provide the employee with reasonable reimbursement for the required examination.

A medical release is a statement of a medical doctor licensed to practice medicine, pursuant to the California Business and Profession Code Section 2000, stating that the employee is physically able to return to work and resume his or her duties.

When all industrial accident or industrial illness leave, accrued sick leave, vacation, and other available leave have been exhausted, and the classified employee is not medically able to assume the duties of the person's position, the County Office of Education may grant additional leave of absence without pay. Such leaves of absence shall not be considered to be a break in service of the employee. In the event it is determined that additional leave of absence without pay would not be in the best interest of the department, or if such additional leave of absence has been exhausted, the employee shall, if not placed in another position, be placed on a thirty-nine (39) month rehire list in accordance with the provisions of Education Code Section 45192.