

## **VENTURA COUNTY OFFICE OF EDUCATION**

**SUPERINTENDENT POLICY NO. 4161.11**

**ADOPTED: 02/14/96**

**CLASSIFICATION: Personnel**

**REVISED:**

**SUBJECT: Industrial Accident/Illness Leave**

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Leaves resulting from an industrial accident or industrial illness shall be granted to persons employed in positions requiring certification qualifications, in accordance with the provisions of Sections 44043 and 44984 of the Education Code.

A certificated 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 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 deductions. (E.C. 44984)

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 (1) 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 may draw from the accrued sick 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 certificated employee of the County Office of Education.

The County Superintendent of Schools 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 and accrued sick leave have been exhausted and the certificated employee is not medically able to resume the duties of the certificated position, the County Superintendent may grant additional leave of absence without pay. (E.C. 44984)