

Regulation 4161: Leaves

Status: DRAFT

Original Adopted Date: 05/07/2024

Failure to Return to Service After Leave

~~In~~**The district may terminate the case**employment of a certificated employee who was on leave of absence for 20 or more consecutive working days after April 30 of the previous school year,~~the district may terminate the employment of such an employee if all of the following circumstances exist: (Education Code 44842)~~

1. The employee fails to report for duty, without good cause, at the beginning of the school year after having notified the Governing Board of ~~his/her~~**the** intention to remain in service with the district in accordance with Education Code 44842.
2. The district had specifically notified the employee, at least five days in advance, of the time and place at which the employee was to report to work.
3. **The employee continues to be absent from work for 20 consecutive working days, beginning from the date the employee was to report to work**
4. The employee did not request or was not granted a leave of absence authorized by the Board.

~~In any such case, the district may terminate the employee's employment on the day following 20 consecutive days of absence. (Education Code 44842)~~

Use of Leaves by Classified Employees

A classified employee may interrupt or terminate vacation leave in order to begin another type of paid leave without a return to active service, as long as the employee provides adequate notice and relevant supporting information regarding the basis for such interruption or termination. (Education Code 45200)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

Description

Ed. Code 22850-22856	Pension benefits; STRS members on military leave
Ed. Code 44018	Compensation for employees on active military duty
Ed. Code 44036-44037	Leaves of absence for judicial and official appearances
Ed. Code 44043.5	Catastrophic leave
Ed. Code 44800	Effect of active military service on status of employees
Ed. Code 44842	Reemployment notices; certificated employees
Ed. Code 44940	Compulsory leave of absence for certificated persons
Ed. Code 44962-44988	Leave of absence; certificated
Ed. Code 45059	Employee ordered to active military/naval duty; computation of salary
Ed. Code 45190-45210	Leaves of absence; classified
Fam. Code 297-297.5	Rights, protections, benefits under the law; registered domestic partners
Gov. Code 12945.1-12945.21	California Family Rights Act
Gov. Code 12945.7	Bereavement leave
Gov. Code 20990-21013	Pension benefits; PERS members on military leave
Gov. Code 3543.1	Rights of employee organizations
Gov. Code 3543.2	Scope of representation

State References

Lab. Code 230-230.2
 Lab. Code 230.3
 Lab. Code 230.4
 Lab. Code 230.8
 Lab. Code 233
 M&V Code 395-395.9
 M&V Code 395.10

Description

[Leaves for victims of domestic violence, sexual assault or specified felonies](#)
[Leave for emergency personnel](#)
[Leave for volunteer firefighters](#)
[Time off to visit child's school](#)
[Leave to attend to family illness](#)
[Military leave](#)
[Leave when spouse on leave from military deployment](#)

Federal References

29 USC 2601-2654
 38 USC 4301-4334

Description

Family Care and Medical Leave Act
 Uniformed Services Employment and Reemployment Rights Act of 1994

Management Resources References

Website

Description

[CSBA District and County Office of Education Legal Services](#)

Cross References

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