



Board Policy
Chapter 7 – Human Resources

BP 7345 CATASTROPHIC LEAVE PROGRAM

A catastrophic leave program has been established and implemented to permit employees of the District to donate eligible leave credits to an employee when that employee suffers from a catastrophic illness or injury.

The purpose of catastrophic leave is to ensure that an employee with a catastrophic illness or injury continues to receive medical benefits during the recovery period and continues to receive their regular salary to the extent possible. This will be accomplished through the establishment of a program for leave donations which may be made to a specific individual or to a District-wide Leave Bank.

Catastrophic illness or injury is defined as one that is expected to incapacitate the employee for an extended period of time, and taking extended time off work creates a financial hardship because the employee has exhausted all of their sick leave and other paid time off. Examples include, but are not limited to, life threatening injury or illness such as cancer, AIDS, heart surgery, or stroke.

Reference: Education Code Section 87045
 AR 3114 Catastrophic Leave Program

Adopted: No date
Revised: August 7, 2018
(Replaces SMC BP 3115)