

# AVAILABLE LEAVES

Classified Employee  
Leaves in 2021-2022

Any questions should go to your chapter president.  
They will contact CTA staff for assistance if needed.

## SB95 COVID PAID LEAVE EXPIRES 9.30.2021

1

- Paid supplemental sick leave that DOES NOT come from your regular accrued sick leave bank.
- Used by employee if ill due to COVID symptoms, quarantine, getting a vaccination.
- Also used to care for a family member under quarantine or for school closure.

## CAL/OSHA EXCLUSION PAY EXPIRES 1.13.2022

- Full pay, benefits, and other employment rights (job status) are required for employees excluded from the worksite due to a positive COVID test or exposure that requires quarantine.
- This leave is not required if the district can prove it is not work related.
- SB95 COVID Paid Leave can be required before taking this leave.

2

## INDUSTRIAL ACCIDENT & ILLNESS (WORKER'S COMP LEAVE)

3

- An employee who is positive for COVID who was at work within a 14 day window of the positive test, is eligible to apply for worker's compensation.
- This leave allows for at least 60 days of paid leave.
- Regular sick leave, Differential Pay Leave, vacation or other leaves can be taken after this, if needed.

Ed Code 45192

## REGULAR SICK LEAVE

- 12-month employees earn 12 days per year, pro-rated for less time.
- This leave accrues from year to year and is taken for illness of the employee. If permitted by your collective bargaining agreement or district policy, it may be used to care for ill family members.
- Credit for sick leave need not be accrued by the employee prior to use. It may be taken any time during the school year.
- New employees (<6 months of service) may not use more than 6 days.

4

Ed Code 45191

## DIFFERENTIAL PAY LEAVE

5

- Used AFTER exhausting other sick leaves, this leave provides for up to 5 months of differential pay due to illness or accident.
- Differential pay is regular salary MINUS the amount actually paid to a substitute. If no sub is paid, no sub cost deductions are made.

Ed Code 45196