



**Kern Community College District
Board Policy
Chapter 7 – Human Resources**

BP 7340 Leaves

References:

Education Code Sections 87763 et seq. and 88190 et seq. and cited below;
Government Code Section 12945.6;
Labor Code Sections 245 et seq.

NOTE: This policy is legally required.

The Chancellor shall establish procedures for employee leaves as authorized by law and by any collective bargaining agreements entered into by the District. Such leaves shall include, but are not limited to:

- illness or injury leaves for all classes of permanent employees (Education Code Sections 87781 and 88192.1);
- paid sick leave (Labor Code Section 246);
- vacation leave for members of the classified service, administrators, supervisors, and managers (Education Code Section 88197);
- ~~except for Kern Community College District Board of Trustees~~, leave for service as an elected official or steward of ~~any other~~ community college district public employee organization, or of any statewide or national employee organization with which the local organization is affiliated or leave for a reasonable number of unelected classified employees for the purpose of enabling an employee to attend important organizational activities authorized by the public employee organization (Education Code Sections 87768.5 and 88210; Government Code Section 3558.8);
- leave of absence for permanent academic employees to serve as an elected member of the State legislature (Education Code Section 87701);
- pregnancy leave (Education Code Sections 87766 and 88193; Government Code Section 12945);
- leave to bond with a new child (Education Code Sections 87780.1, 87784.5, 88196.1, and 88207.5);
- family care and medical leave (Government Code Sections 12945.1 and 12945.2)
- use of illness leaves for personal necessity (Education Code Sections 87784 and 88207);

- industrial accident and illness leave (Education Code Sections 87787 and 88192);
- bereavement leave (Government Code Section 12945.7 and Education Code Sections 87788 and 88194);
- jury service or appearance as a witness in court (Education Code Sections 87035 and 87036);
- military service (Education Code Section 87700); ~~and~~
- sabbatical leaves for permanent faculty; academic employees, administrators and managers;
- leave for reproductive loss (Government Code Section 12945.6).

Vacation leave for members of the classified service not in the bargaining unit, educational administrators, and classified supervisors and managers shall not accumulate beyond two ~~(2)~~ years of vacation accrual. ~~according to district policies and vacation leave for bargaining agreement members will be governed by the applicable collective bargaining agreements.~~ Employees shall be permitted to take vacation in a timely manner to avoid accumulation of excess vacation.

In addition to these policies and collective bargaining agreements, the Board of Trustees retains the power to grant leaves with or without pay for other purposes or for other periods.

~~Vacation and~~ Holidays for Confidential and Management Employees

Confidential and management employees adhere to the classified employee's holiday schedule that is adopted by the Board of Trustees each year. (Also see **AP 7342** titled Holidays).

Also see **AP 7340** titled Leaves, **AP 7341** titled Sabbaticals, **AP 7342** titled Holidays, **AP 7344** titled Industrial Accident and Illness Leave, **AP 7344** titled Notifying the District of Illness, **BP/AP 7345** titled Catastrophic Leave Program, **AP 7346** titled Employees Called to Military Duty, and **AP 7347** titled Paid Family Leave.

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