



Sequoia Union High School District

Paid Sick Leave for Substitute Teachers

Effective July 1, 2015

Frequently Asked Questions

When does the new law take effect?

The state's new sick leave law takes effect January 1, 2015. However, the right to accrue and take sick leave under this law does not take effect until July 1, 2015.

SUHSD: To qualify, substitutes must have worked for at least 225 hours within a fiscal year (July 1 through June 30) and have been employed for 90 days since July 1, 2015, or hire date if after July 1, 2015.

If I qualify, how much paid sick leave am I entitled to take and be paid for?

Starting July 1, 2015, employees will **earn** at least one hour of paid leave for every 30 hours worked. That works out to a little more than eight days a year for someone who works full time. But employers can limit the amount of paid sick leave you can **take** in one year to three days.

SUHSD: Eligible substitutes will have 3 days (22.5 hours) of sick leave up front per fiscal year (July 1 through June 30). Unused time will NOT carry over to the next fiscal year.

What can I use sick leave for?

You can take paid leave for you or a family member for preventive care or care of an existing health condition or for specified purposes if you are a victim of domestic violence, sexual assault or stalking. Family members include the employee's parent, child, spouse, registered domestic partner, grandparent, grandchild, and sibling. Preventive care would include annual physicals or flu shots. For partial days, your employer can require you to take at least two hours of leave, but otherwise the determination of how much time is needed is left to the employee.

The information above is provided by the State of California Department of Industrial Relations and may be referenced at http://www.dir.ca.gov/dlse/Paid_Sick_Leave.htm.