

KNOW YOUR RIGHTS!

Sick Leave 101

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All workers in California have the right to some type of sick leave, but SDEA members are entitled to multiple levels of sick leave to make sure they can care for themselves while unable to work. Our contract gives us the right to 3 basic types of sick leave:

- **Full-salary sick leave**
- **Half-pay (differential) sick leave**
- **Catastrophic leave**

FULL-SALARY SICK LEAVE

Educators earn **8 hours of sick leave for each month of full-time work**.

- Full-time employees on 10-month contracts earn up to 10 sick days (80 hours) per work year.
- Full-time employees on 11- or 12-month contracts earn up to 11 or 12 sick days, respectively.
- Part-time employees earn sick leave proportional to their assignment. (For example, 0.5 FTE earns 4 hours per month worked.)

ADVANCED SICK LEAVE CREDIT

Educators can take their sick leave in advance, since they might get sick at the beginning of the year before earning enough days of leave. In the case of taking sick days before those days are actually accrued, members would see a negative balance in their leave bank until the days are accrued each month.



DIFFERENTIAL PAY: HALF-PAY SICK LEAVE

In the event that a member uses all of their earned sick leave, they are then entitled to up to 100 days of differential sick leave, paid at half their daily rate of pay. (This “Differential Pay” is often referred to as “half-pay” sick leave.)

LIMITS TO TAKING SICK LEAVE

The maximum number of paid sick days a unit member can use in one school year is the maximum amount of accrued full-salary days plus up to 100 half-pay days.

- 10-month employees can use a max of 110 days (10 full pay + 100 half pay)
- 12-month employees can use a max of 112 days (12 full pay + 100 half pay)

CATASTROPHIC LEAVE

After exhausting paid leave, members experiencing a catastrophic illness or injury may access **up to 40 days** of full-salary Catastrophic Leave if they have donated to the [Catastrophic Leave Bank](#). Members also have access to other types of leave, including unpaid leave. Check out Article 10 in the SDEA contract!

DOCTOR'S NOTES

A doctor's note is not required for sick leave of 5 consecutive workdays or less, unless there is suspicion of fraud or misuse. Notes may still be required for longer absences.

SOURCES & RESOURCES

- SDEA Contract, Section 10.2. and 10.22.
- Know Your Rights: [Short-Term Leave](#)
- Know Your Rights: [Catastrophic Leave](#)