

4.8 EXTENDED SICK LEAVE

- 4.8.1 A tenured or tenure track faculty member whose sick leave, including current and accrued, has been exhausted and that total of such sick leave used in a given fiscal year is less than one hundred (100) work days, shall be compensated at fifty percent (50%) of his/her daily rate for the balance of one hundred (100) days.
- 4.8.2 In the event of a catastrophic illness, participating tenured or tenure track faculty members who have exhausted all regular and extended sick leave may utilize a maximum of 100 days from the CATASTROPHIC ILLNESS BANK. The compensation shall be fifty percent (50%) of his/her daily rate. A faculty member becomes a participant by contributing sick leave to the bank. (See Human Resources Office for procedures.) In cases of severe financial hardship, the District, by mutual agreement of the Chancellor and the FARSCCD President, may provide the benefits in this section concurrently with the benefits of 4.8.1.
- 4.8.3 A faculty member may be required to present a doctor's statement stating the nature of the illness or injury to qualify for these benefits.
- 4.8.4 Prior to returning to work, a faculty member shall be required to present a doctor's statement stating the nature of the illness or injury and the date the employee is able to return to work.
- 4.8.5 In consultation with and with approval by the Association, a unit member may be required by the Chancellor/College President to be examined by a District approved physician or psychologist to determine fitness for return to duty.