

Bereavement Leave

- 12.5.1 In the event of the death of a member of a teacher's immediate family, the teacher shall be entitled to a maximum of three (3) days. After three (3) days' leave, if out of state travel is required, the employee shall be entitled to an additional two (2) days' leave. In the event of the death of a teacher's spouse, domestic partner or child, the teacher shall be entitled to a maximum of five (5) days of bereavement leave.
- 12.5.2 Members of the teacher's immediate family shall include the spouse, domestic partner, parents, step-parents, foster parents, guardians, father/mother-in-law, grandparents, children, siblings, grandchildren, son/daughter in-laws, uncles, aunts, nieces, or nephews of the employee and/or of the spouse or domestic partner of the employee and any relative living in the immediate household of the employee and such other persons as the Superintendent may approve in individual cases.
- 12.5.3 Bereavement leave shall not be deducted from accumulated days of sick leave, nor is bereavement leave cumulative.
- 12.5.4 Teachers may utilize the provisions of bereavement leave for one (1) occurrence other than that provided in the Education Code. This provision is to enable an employee to be granted bereavement leave for a person with whom the employee has a unique relationship. The employee shall exercise this provision only with the prior approval of his/her site administrator unless unforeseeable conditions preclude such prior approval. Upon request, the reasons for denying such leave will be provided in writing.