

Personnel

**SUBJECT: SICK LEAVE TRANSFER UPON CHANGE IN BARGAINING UNIT**

It is the policy of the District that employees transferring from one bargaining unit to another retain their accumulated sick leave and that all accumulated sick leave retain the value that it has when it is accumulated.

Effective November 1, 2006, employees transferring from one district bargaining unit to another will be permitted to retain all sick days earned as a member of their former bargaining unit.

Upon entry into the new collective bargaining unit, the value of the employee's accumulated sick leave days earned while a member of the former bargaining unit will be credited to the employee in the new position. The value of the sick leave days will be calculated by the District in a manner that will permit the employee to retain the value, though not necessarily the total number of sick leave days the employee earned as a member of his former bargaining unit.

Once the value of the sick leave days has been credited to the employee in the new position, the employee will be permitted to use and/or maintain the sick leave days in the manner set forth in the collectively negotiated agreement covering the employee's employment in the new position.

The policy shall apply only to employees in collective bargaining units that have agreed, in writing, to the provisions of this policy.