

May 5, 2022

This email is going to all PFT Members

Dear PFT Members,

PUSD Personnel just sent out an email about attending graduation ceremonies to all PUSD. The info in the email is accurate, but there are a few additional details you may want to know if you plan to access leave to attend a family graduation.

1. Personal Reasons Leave: If you only need up to three hours you may access Personal Reasons Leave; you must have your principal's approval because the site will be covering the leave internally without hiring a substitute and without loss of salary or accrued leave to the employee.

2. Compelling Reasons Leave: Teachers have up to three days/year. The first two days are at full salary and the third day is full salary minus the cost of a sub. "...Legitimate reasons for use of this leave include legal or business matters, matters involving the person's household or family, or other matters deemed by the unit member to be of compelling personal importance..."

3. Personal Necessity Leave: This leave is deducted from the employee's accrued sick leave.

a. Graduation of family member from a four-year college or university: "Upon exhaustion of compelling reasons, up to two additional days of personal necessity leave may be accessed for graduation of a family member from a four-year college or university."

b. Graduation of family member from TK-12: "The Family-School Participation Act (Labor Code Section 230.8) allows parents, grandparents, and guardians to take time off from work to participate in their children's school or childcare activities. If you meet the following criteria: You are a parent, guardian, or grandparent who has custody of a child enrolled in a California public or private school, kindergarten through grade twelve, or licensed child daycare facility, you may take up to 40 hours each year (*up to eight hours in any calendar month*) to participate in activities at your child's school or daycare facility."

If you have questions, please contact any one of us at the PFT.

Thank you, Kelly

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Kelly Logan

PFT President

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