

### TEMPORARY ILLNESS OR TEMPORARY INCAPACITY

~~The contractual continued service status of an administrator shall not be affected by absence caused by temporary illness or temporary incapacity.~~

~~Temporary illness or temporary incapacity is defined as absence because of inability to perform duties for reasons of physical or mental health and vigor. The School District may require a physician's certificate in the same manner as might be required for accumulated sick leave.~~

~~If absence from duty continues for three (3) months after the expiration of accumulated sick leave, the incapacity shall be considered beyond temporary limits. The staff member's contract or contractual continued service terminates at the end of said three (3) months, and the School District shall comply with such notice and/or hearing provisions as may be required by law.~~

~~The contractual continued service status of a certificated staff member shall not be affected by absence caused by temporary illness or temporary incapacity.~~

~~Temporary illness or temporary incapacity is defined as absence because of inability to perform duties for reasons of physical or mental health and vigor. The School District may require a physician's certificate in the same manner as might be required for accumulated sick leave.~~

~~If absence from duty continues for three (3) months after the expiration of accumulated sick leave, the incapacity shall be considered beyond temporary limits. The staff member's contract or contractual continued service terminates at the end of said three (3) months, and the School District shall comply with such notice and/or hearing provisions as may be required by law.~~

***A temporary illness or temporary incapacity is an illness or other type of ill-being that renders an employee physically or mentally unable to perform assigned duties. During such a period, the employee can use accumulated sick leave benefits. However, income received from other sources (workers compensation, District-paid insurance programs, etc.) will be deducted from the District's compensation liability to the employee. The Board of Education's intent is that in no case will the employee, who is temporarily disabled, receive more than 100% of gross salary.***

***Those insurance plans privately purchased by the employee and to which the District does not contribute, are not applicable to this policy.***

***On a case-by-case basis, if illness, incapacity, or any other condition causes an employee to be absent in one school year, after exhaustion of all available leave for more than 90 consecutive school days, such absences may be considered permanent disability and the Board of Education may consider beginning dismissal proceedings subject to State and federal law, including the Americans with Disabilities Act.***

***Any employee may be required to have an examination, at District expense, by a physician who is licensed in Illinois to practice medicine and surgery in all its branches if the examination is job-related and consistent with business necessity and to receive a medical summary of the findings.***

105 ILCS 5/10-22.4,5/24-12, and 5/24-13

Adopted 3/14/2011

To Cabinet 11/5/2013 – Revised Collins; To Policy Committee 11/25/2013

To Board – Revised 1<sup>st</sup> Reading 1/13/2014