TEMPORARY ILLNESS OR TEMPORARY INCAPACITY

A temporary illness or temporary incapacity is an illness or other type of ill-being that renders an administrator ~~employee~~ physically or mentally unable to perform assigned duties. During such a period, the administrator ~~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 administrator ~~employee~~. The Board of Education's intent is that in no case will the administrator ~~employee~~, who is temporarily disabled, receive more than 100% of gross salary.

Those insurance plans privately purchased by the administrator ~~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 administrator ~~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 administrator ~~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

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