

Personnel

Temporary Illness of Temporary Incapacity

A temporary illness or temporary incapacity is an illness or other capacity 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 (worker's compensation, District-paid insurance programs, etc.) will be deducted from the District's compensation liability to the employee. The School Board's intent is that in no case will the employee, who is temporarily disabled, receive more than 100 percent of his or her gross salary. Those insurance plans privately purchased by the employee and to which the District does not contribute, are not applicable to this policy.

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 absence may be considered a permanent disability and the Board may consider beginning dismissal proceedings subject to State and federal law, including the Americans with Disabilities Act. The Superintendent may recommend this paragraph's use when circumstances strongly suggest that the employee returned to work intermittently in order to avoid this paragraph's application.

Any employee may be required to have an examination, at the District's expense, by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse.

LEGAL REF.: Americans with Disabilities Act, 42 U.S.C. § 12101et seq.
105 ILCS 5/10-22.4, 5/24-12, and 5/24-13.
Elder v. School Dist. No. 127 1/2, 60 Ill. App.2d 56 (1st Dist. 1965).
School District No. 151 v. ISBE, 154 Ill. App.3d 375 (1st Dist. 1987).

CROSS REF.: 5:30, 5.40, 5:185, 5:250, 5:330

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