

SECTION: PROFESSIONAL
EMPLOYEES

TITLE: ANTICIPATED
DISABILITY

ADOPTED: FEBRUARY 19, 1996

REVISED:

Lebanon School District

	<p style="text-align: center;">435. ANTICIPATED DISABILITY</p> <p>Leaves of absence will be provided for any professional employe of this district whose absence from duties will be required for a foreseeable event of disability such as childbirth or surgery. Such leaves shall be governed by considerations for the health of the employes, the need for continuity in school operations, and the maintenance of a qualified district staff.</p> <p>The Board reserves the right to specify the point at which such leave shall commence consistent with the health needs of the employe, the length of time for which leave shall continue after the disabling event, and the conditions of pay during such leave. The Board will require notice by the employe of anticipated disability and the continuing certification of an employe's fitness to perform duties after such notice.</p> <p>A. <u>Effect Of Anticipated Disability Upon Employment</u></p> <p>1. <u>Notice</u> - An employe shall notify his/her supervisor of the anticipated disability as soon as s/he is under medical supervision for the condition and a date is projected for the anticipated disability.</p> <p>2. <u>Certification Of Fitness</u> - The employe shall present to his/her supervisor a written statement by his/her physician of the employe's physical capacity to perform duties assigned at the time of notification.</p> <p style="text-align: center;">Page 1 of 3</p>	<p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40</p>
<p>1. Purpose</p> <p>2. Authority</p> <p>3. Guidelines</p>		

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When, notwithstanding such certification of fitness, the performance of an employe anticipating a disability has been substantially affected.

The employe shall then be required to submit a physician's statement stating that s/he is physically fit to continue to perform the duties assigned.

The district need not assume that an employe's statement or his/her physician's statement establishes fitness conclusively, but may require a review and examination by the school physician or a physician selected by the district.

In the event the physician of an employe shall be of a contrary opinion to that of the physician selected by the district, then the employe and the district shall mutually agree upon the opinion of an impartial third physician whose medical opinion shall be conclusive and binding on the issue of medical capacity to continue in the performance of assigned duties.

If as a result of such examination the employe is found to be fit to perform assigned duties, s/he may do so or request a leave of absence in accordance with Part C of this policy.

If as a result of such examination the employe is found to be unfit to perform assigned duties, the employe shall be placed on mandatory sick leave with such compensation to which s/he is entitled under the sick leave policies of this Board until proof of recovery satisfactory to the Board is furnished.

B. Employe Request For Additional Leave For Reasons Of Disability

An employe may request disability leave of absence to commence before this policy requires that such leave begin or to extend beyond the period of absence required by this policy following disability. Such request shall be accompanied by a written statement of the employe's physician certifying that s/he is unable to perform the duties of his/her position. Such disability leave shall be subject to the policies for sick leave.

C. Employe Request For Additional Leave For Reasons Not Related To Disability

An employe may request leave of absence to commence before this policy requires that such leave begin or to extend beyond the period of absence required by the Board following disability. Such request shall be subject to the policy on leave of absence, and the leave, when granted, shall be without pay.

The employe on voluntary leave of absence is not eligible for sick leave pay if disability does then occur.

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