

SECTION: CLASSIFIED EMPLOYEES
 TITLE: ANTICIPATED DISABILITY
 ADOPTED: MARCH 18, 1996
 REVISED:

Lebanon School District

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| | 535. ANTICIPATED DISABILITY | 1 |
| 1. Purpose | Leaves of absence for classified employes of the district not otherwise covered by the terms of a collective bargaining agreement, whose absence from duties will be required for a foreseeable event of disability such as childbirth or surgery, shall be in accordance with the following guidelines. Such provisions shall be governed by considerations for the health of employes, the need for continuity in school operations, and the maintenance of a qualified district staff. | 2 3 4 5 6 7 8 9 10 11 12 13 |
| 2. Authority SC 407 | The Board has the authority and responsibility to establish reasonable guidelines that specify the point at which such leave shall commence, the length of time for which leave shall continue after the disabling event, and the conditions of pay during such leave. Disclosure of anticipated disability and the continuing certification of an employe's fitness to perform duties thereafter shall be required. | 14 15 16 17 18 19 20 21 22 23 |
| 3. Guidelines | A. <u>Effect Of Anticipated Disability Upon Employment</u> | 24 25 26 |
| | 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. | 27 28 29 30 31 32 33 |
| | 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. | 34 35 36 37 38 39 40 |
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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 conclusively establishes fitness, 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 an opinion contrary to that of the physician selected by the district, then the employe and the Board 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 the district until proof of recovery satisfactory to the district is furnished.

Refusal to submit certification of fitness as required by this policy shall be considered as grounds for disciplinary action or dismissal.

B. Employe Request For Additional Leave for Reasons Of Disability

An employe may request disability leave of absence to commence before the Board requires that s/he leave or to extend beyond the period of absence required by the Board 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

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his/her position. Such disability leave shall be subject to the policies of this Board for sick leave or uncompensated leave.

C. Employe Request for Additional Leave for Reasons Not Related to Disability

An employe may request leave of absence to commence before the Board requires that s/he leave or to extend beyond the period of absence required by the Board following disability. Such request shall be subject to the Board's 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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