

General Personnel

Temporary Illness or 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 their 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 work days, or 90 days within 120 consecutive school days in a school year due to illness or incapacity, or exhaustion of sick leave, whichever is greater, 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, an advanced practice nurse who has a written collaborative agreement with a collaborating physician that authorizes the advanced practice nurse to perform health examinations, or a physician assistant who has been delegated the authority by his or her supervisor to perform health examinations if the examination is job-related and consistent with business necessity.

When an accident occurs at work, the insured employee's immediate supervisor must complete the Accident Investigation Report Form. This supervisor will interview the injured worker and document all pertinent facts surrounding the accident. The Accident Investigation Report Form should be forwarded to the Superintendent's office for further review and processing.

In the event of a work related injury, employees must immediately report their injury to their immediate supervisor or the Superintendent's office. Violators of this policy will receive a written reprimand and this information will be included in their personnel file.

LEGAL REF.: Americans with Disabilities Act, 42 U.S.C. §12102.
 105 ILCS 5/10-22.4, 5/24-12, and 5/24-13.
 Elder v. School Dist. No.127 1/2, 208 N.E.2d 423 (Ill.App.1, 1965).
 School District No. 151 v. ISBE, 507 N.E.2d 134 (Ill.App.1, 1987).

CROSS REF.: 5:30 (Hiring Process and Criteria), 5:185 (Family and Medical Leave), 5:250
 (Leaves of Absence), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

Adopted by Board Action 06/04/2001
 Amended by Board Action 03/03/2003
 Amended by Board Action 03/12/2009