

LICENSED PERSONNEL ILLNESS/DISABILITY LEAVE

A new employee shall report for work at least one full work day prior to receiving sick leave benefits. A returning employee will be granted the appropriate number of days at the beginning of each fiscal year.

Evidence may be required regarding the mental or physical health of the employee when the administration has a concern about the employee's health. Evidence may also be required to confirm the employee's illness, the need for the illness leave, the employee's ability to return to work, and the employee's capability to perform the duties of the employee's position. It shall be within the discretion of the board and the superintendent to determine the type and amount of evidence necessary.

If an employee is eligible to receive disability benefits, the employee shall contact the business office to implement these benefits.

Legal Reference: 29 U.S.C. §§ 2601 *et seq.*
29 C.F.R. § 825
Whitney v. Rural Ind. Sch. Dist., 232 Iowa 61, 4 N.W.2d 394 (1942).
Iowa Code §§20; 85; 216; 279.40

Cross Reference: 403.2 General Personnel Injury on the Job
409.4 Licensed Personnel Family and Medical Leave

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