

Policy of the Lancaster Board of Education

Personnel

Temporary Disability

Definition

A temporary disability is defined as non-permanent illness or physical incapacity which would prevent an employee from fully or materially carrying on his/her duties. This policy is directed at situations which involved an absence from work for an extended period of several weeks or more.

Application

An employee with a temporary disability must make application for a leave of absence through the District Administrator to the Board of Education.

Benefits

An instructional staff member with a temporary disability is entitled to those benefits (including accumulated sick leave) provided for in the Negotiated Agreement and School Board Policy. He/she may be absent from his/her duties during the specific period of time he/she is incapacitated or otherwise unable to perform his/her work. The inclusive dates of absence will be determined jointly by the staff member's physician. He/she shall not be allowed to return to work without a written statement from his/her doctor indicating that the staff member is able to return to work.

The Board of Education shall be the final approving authority for the temporary disability leave of absence requests in accordance with the Family Medical Leave Act.

Approved: July 12, 1995