

**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 and that is not permanent as provided below. During such a period, the employee will use accumulated sick leave benefits. However, income received from other sources (worker's compensation, District-paid insurance programs, etc.) will reduce the wages or salary paid to the employee. The Board of Education's intent is that in no case will an employee who is temporarily disabled receive more than 100 percent of gross wages or 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 health related condition causes an employee to be absent in one school year for more than 90 work days in any 120 work day period, such absence shall be considered a permanent disability and the Board may dismiss or initiate dismissal proceedings. The Superintendent may recommend this paragraph's use when circumstances strongly suggest that an employee returned to work intermittently in order to avoid this paragraph's application. This paragraph shall not be considered a limitation on the Board's authority to take any action concerning an employee that is authorized by State and federal law.

The Board may also dismiss or initiate dismissal proceedings if an employee is found to be permanently physically or mentally incapacitated from performing his/her essential job functions by a duly licensed physician or mental health professional selected or relied upon by the District.

Any employee may be required to have an examination, at the District's expense, by a duly licensed physician or mental health professional, if the examination is job-related and consistent with business necessity.