

## 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~~worker's compensation, District-paid insurance programs, etc.) will be deducted from the ~~District's~~District's compensation liability to the employee. -The ~~Board of Education's~~School Board's intent is that in no case will the employee, who is temporarily disabled, receive more than 100 percent of ~~their~~this or her gross salary.

~~If a teacher who is temporarily disabled received no District funds, no sick leave benefits will be deducted. If a teacher who is temporarily disabled receives District funds, sick leave benefits will be deducted on a pro-rata basis.~~

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~~a teacher or other licensed employee to be absent in one school year, after exhaustion of all available leave, for more than 90 consecutive work days, such absence may be considered a permanent disability and the Board ~~of Education may consider~~beginning may begin 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 teacher or other licensed 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.

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.~~a licensed advanced practice registered nurse, or a licensed physician assistant.

LEGAL REF.: ~~42 U.S.C. §12101 et seq.~~, 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~~, 60 Ill.App. 2d 56 (1st Dist.,  
1965).  
School District No. 151 v. ISBE, ~~507 N.E.2d 134~~ (154 Ill.App. 3d 375 (1st Dist.,  
1987).

CROSS REF.: 5:30 (Hiring Process and Criteria), 5:40 (Communicable and Chronic Infectious Disease), 5:185 (Family and Medical Leave), 5:250 (Leaves of Absence), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED: November 6, 2001

AMENDED: November 19, 2007