

Temporary Illness or Temporary Incapacity

From time to time, an employee may face a temporary illness or temporary incapacity which causes the employee to be either physically or mentally unable to perform their assigned duties. Employees are permitted to utilize any accumulated district-issued sick leave benefits during this time. Any income received from other sources during an employee's absence for a temporary illness or temporary incapacity (worker's compensation, District-paid insurance programs, etc.) will be deducted from the District's compensation liability to the employee, for no employee who is temporarily disabled will receive more than 100 percent of their gross salary. Any insurance plans privately purchased by the employee to which the District does not contribute, however, are not applicable to this policy nor considered in calculating an employee's wages.

In the event a teacher or other licensed employee, after exhaustion of all available leave, is absent for more than 90 consecutive work-days, such absences may be considered a permanent disability, enabling the Board to begin dismissal proceedings subject to State and federal law, including the Americans with Disabilities Act. This rule may also apply in circumstances where a teacher or other licensed employee is determined to have only returned to work intermittently in order to avoid this paragraph's application. Nothing stated herein shall in any way limit the Board's authority to take any action concerning an employee that is otherwise authorized by State and/or federal law.

The District may require any employee to undergo an examination, at the District's expense, and by a physician who is licensed in Illinois to practice medicine and surgery in all its branches, a licensed advanced practice registered nurse, or a licensed physician assistant, so long as the examination is job-related and consistent with business necessity.

Legal References: 42 U.S.C. §12101 et seq.,
Americans with Disabilities Act.
105 ILCS 5/10-22.4, 5/24-12, and 5/24-13.

Policy adopted: June 20, 2023

BOARD OF EDUCATION, School District 101, Western Springs, IL