

WARREN COUNTY SCHOOLS
Human Resources Department
P.O. Box 110
Warrenton, NC 27589
Phone: 252-257-3184 Fax: 252-257-1125

FITNESS FOR DUTY CERTIFICATION
Notice of Intent to Return to Work

According to G.S. 115C-323, it is the superintendent's prerogative and responsibility to determine if school employees are capable of performing their duties. Also, Warren County Schools Board Policy Code:7520 Family and Medical Leave Section L, Return to Work, states "Before an employee returns to work from FMLA leave taken for the employee's own serious health condition, the employee must present a "fitness of duty" certification which states that the employee is able to return to work."

You are required to provide a fitness for duty certification and intent to return to work prior to reporting to work for a leave of absence due to medical reasons (i.e. serious illness, worker's compensation, short term disability, etc.)

Please have the health care provider who is knowledgeable regarding your reason for using FMLA leave and/or Worker's Compensation Leave complete this form and return the completed form to Human Resources at least two business days prior to your return to work.

Employee Name: _____

Date Leave Began: _____ Expected Date of Return: _____

TO BE COMPLETED ONLY BY THE HEALTH CARE PROVIDER

Is the employee now able to perform the essential functions of his/her job that could not previously be performed because of the serious health condition or worker's compensation injury for which the employee has been on leave?

Yes No

Date patient is able to return to work: _____

The patient can return to work with no restrictions.

The patient can return to work with the following time, duty, or other restrictions:

Permanent Restrictions Temporary Restrictions, until: _____

Signature of Health Care Provider

Date

Print Name

Type of Practice

Street Address

City, State, Zip

Telephone Number

HR Representative

Date: