

1 **Bainville K-12 Schools**

2
3 **PERSONNEL**

5329P

4
5 Long-Term Illness/Temporary Disability/Maternity Leave

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7 The following procedures will be used when an employee has a long-term illness or temporary
8 disability, including maternity:

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- 10 1. When any illness or temporarily disabling condition is “prolonged,” an employee will be
11 asked by the Superintendent to produce a written statement from a physician, stating that
12 the employee is temporarily disabled and is unable to perform the duties of his/her
13 position until such a time.
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 - 15 2. Maternity leave will be treated as any other disability. Generally, unless mandated
16 otherwise by a physician, maternity leave does not exceed six (6) weeks. As a disabling
17 condition, maternity leave is not available to fathers.
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 - 19 3. In the case of any other extended illness, procedures for assessing the probable duration
20 of the temporary disability will vary. The number of days of disability will vary
21 according to different conditions, individual needs, and the assessment of individual
22 physicians. Normally, however, the employee should expect to return on the date
23 indicated by the physician, unless complications develop which are further certified by a
24 physician.
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28 Procedure History:

29 Promulgated on: 2/25/08

30 Reviewed on:

31 Revised on: