

PERSONNEL

GENERAL PERSONNEL – Temporary Illness or Temporary Incapacity

Temporary illness or incapacity is any illness or other incapacity, which renders an employee physically or mentally unable to perform assigned duties. During the period of disability, the employee is entitled to his/her accumulated sick leave, provided that income received by the employee from other sources, such as worker's compensation or ROE funded income protection or disability programs, will be deducted. It is the ROE's intent that the employee who is temporarily disabled shall not receive more than 100 percent of his/her gross salary.

Accrued sick leave will be deducted in direct proportion to the ROE's payment of such benefits. Sick leave will be deducted prorata to the payment from collateral disability sources.

An eligible employee who has exhausted his/her accumulated sick leave and is unable to return to work due to temporary disability may submit a written request to the Regional Superintendent for a personal leave of absence.

Except as prescribed by law, the Regional Superintendent retains sole discretion in granting an unpaid leave of absence to employees. As a condition to approving such leave, the Regional Superintendent may request that an employee have a medical examination performed by an independent physician selected by the Regional Superintendent. In such cases, the ROE will pay the cost of the examination, and a copy of the physician's report will be supplied to the ROE.

After 180 consecutive workdays of temporary illness or incapacity, such disability shall be considered a permanent disability. A permanently disabled employee who is unable to perform his/her job may be terminated in accordance with The Illinois School Code and applicable federal law.

LEG. REF.: Ill. Rev. Stat., ch. 122, para. 24-12 (1983).
Ill. Rev. Stat., ch. 122, para. 10-22 (1983).
Ill. Rev. Stat., ch. 122, para. 10-22.4 (1983).
Ill. Rev. Stat., ch. 122, para. 24-13 (1983).
Elder v. Board of Education 60 Ill. App. 2d 56.
Friesel v. Board of Education 79 Ill. App. 3d 460.

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