

Personnel

Temporary Illness or Temporary Incapacity

Temporary illness or temporary incapacity is an illness or other capacity of ill-being which 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 compensation, District-paid insurance programs, etc.) will be deducted from the District's compensation liability to the employee. The Board of Education's intent is that in no case will the employee who is temporarily disabled receive more than 100 percent of gross salary.

Those insurance plans privately purchased by the employee and to which the District does not contribute are not applicable to this policy.

After 90 consecutive school days in a school term of illness or incapacity, or exhaustion of sick leave, whichever is greater, such illness or incapacity shall be considered a permanent disability and the Board of Education may begin dismissal proceedings subject to the provisions of The School Code.

LEGAL REF.: 105 ILCS 5/10-22, 5/10-22.4, 5/24-12, and 5/24-13.
Elder v. Board of Education, 208 N.E.2d 423 (1st Dist. Ill. 1965).
Board of Education v. Ill. State Board of Education, 507 N.E.2d
134 (1st Dist. Ill. 1987).

CROSS REF.: 5.187, 5.250, 5.330

Adopted: July 8, 1997