

**BOARD POLICY: DISABILITY LEAVE**

**6200**

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Section A - Disability Leave - Regular Teaching Staff

1. It shall be the policy of the Board of Education to grant unpaid disability leaves to staff members who have exhausted their sick leave and are unable to return to work. The duration of the disability leave will be for a period not to exceed six months from the date that sick leave has been exhausted or until the last day of required teacher attendance for the regular school term in which the disability occurred, whichever is greater.
2. During this period the Board will continue to provide the insurance benefits which are a part of the staff member's compensation program. No salary payments will be made during the disability leave. Should the staff member be unable to return to work at the end of the disability period, the Board of Education, in accordance with the provisions of Section 24-13 of The School Code, will officially notify the staff member that the best interests of the school district dictate that his/her employment must be terminated. This policy shall in no way be used to grant tenure status to any teacher, nor shall it provide employment of a non-tenure teacher beyond the end of the school year in which the disability occurred.
3. If the staff member returns to work, he must complete at least one full calendar year of active employment (less vacation periods) before another disability leave may be granted.

Section B - Disability Leave - Twelve Month Certificated Employees

1. It shall be the policy of the Board of Education to grant unpaid disability leaves to staff members who have exhausted their sick leave and are unable to return to work. The duration of the disability leave will be for a period not to exceed six months from the date that sick leave has been exhausted or until the last day in the fiscal school year (June 30) in which the disability occurred, whichever is greater.
2. During this period the Board will continue to provide the insurance benefits which are a part of the staff member's compensation program. No salary payments will be made during the disability leave. Should the staff member be unable to return to work at the end of the disability period, the Board of Education, in accordance with the provisions of Section 24-13 of The School Code, will officially notify the staff member that the best interests of the school district dictate that his employment be terminated. This policy shall in no way be used to grant tenure status, nor shall it provide employment of a non-tenure certificated employee beyond the end of the school year in which the disability occurred.
3. If the staff member returns to work, she/he must complete at least one full calendar year of active employment (less vacation periods) before another disability leave may be granted.

Section C - Disability Leave - Non-Certificated Personnel

1. It shall be the policy of the Board of Education to grant unpaid disability leaves to non-certificated employees who have exhausted their sick leave and are unable to return to work. The duration of the disability leave will be for a period not to exceed six months from the date that sick leave has been exhausted or until the last day in the fiscal school year (June 30) in which the disability occurred, whichever is greater.
2. During this period the Board will continue to provide the insurance benefits which are a part of the non-certificated employee's compensation program. No salary payments will be made during the disability leave. Should the employee be unable to return to work at the end of the disability period, the Board of Education will officially notify the employee that the best interests of the school district dictate that his/her employment be terminated.
3. If the employee returns to work, she/he must complete at least one full calendar year of active employment (less vacation periods) before another disability leave may be granted.

Approved: December 4, 1972  
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