

STAFF PERSONNEL

Series 400

POLICY TITLE CLASSIFIED EMPLOYEE PERSONAL ILLNESS LEAVE

No. 414.2

The school district will provide sick leave for classified employees in the amounts required by law or as provided by an applicable collective bargaining agreement. Sick leave may be accumulated per contract days for classified employees.

Evidence may be required regarding the mental or physical health of the employee including, but not limited to, confirmation of the following: the employee's illness, the need for the illness leave, the employee's ability to return to work, and the employee's capability to perform the duties of the employee's position. It is within the discretion of the board and the superintendent to determine the type and amount of evidence necessary. When an illness leave will be greater than three consecutive days, the employee will comply with board policy regarding family and medical leave.

If an employee is eligible to receive workers' compensation benefits, the employee will contact the board secretary to implement these benefits.

Legal Reference:     *Whitney v. Rural Ind. School District*, 232 Iowa 61, 4 N.W.2d 394 (1942).  
29 U.S.C. §§ 2601 *et seq.* (2012)  
29 C.F.R. Pt. 825 (2012).  
Iowa Code §§ 20; 85.33, .34, .38(3); 279.40 (2013).  
1980 Op. Att'y Gen. 605.  
1972 Op. Att'y Gen. 177, 353.  
1952 Op. Att'y Gen. 91.

Cross Reference:    403.2 Employee Injury on the Job  
                          414.3 Classified Employee Family and Medical Leave  
                          414.8 Classified Employee Unpaid Leave

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