

STAFF PERSONNEL

Series 400

POLICY TITLE EMPLOYEE PERSONAL ILLNESS LEAVE

No. 409.2

The school district will provide sick leave for licensed 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 licensed employees.

Evidence may be required regarding the mental or physical health of the employee when the administration has a concern about the employee's health. Evidence may also be required to confirm 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 or 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 the board policy regarding family and medical leave.

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); 216; 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  
                          409.3 Licensed Employee Family and Medical Leave  
                          409.8 Licensed Employee Unpaid Leave

Date Approved: August 14, 2006  
Last Date Reviewed: February 6, 2017  
Last Date Revised: February 21, 2017