

TENATIVE AGREEMENT

10.3 Unpaid Leave for Medical Reasons

Normally an employee will be eligible for unpaid leave for medical reasons after the employee has exhausted all sick, personal, and annual leave in accordance with Article 10.4.

Disability Leave:

An employee with one (1) year of consecutive experience with the District may request disability leave. Upon the recommendation of the employee's physician, a leave of absence shall be granted for up to one (1) calendar year. The request for leave shall be in writing and be accompanied by a physician's statement setting forth the specific illness or disability and the expected length of absence **for the employee, spouse or child(ren)**. The date on which the disability leave will commence will also be specified. However, if the employee has already been on unpaid leave status due to the same disability, the disability leave will commence on the date the employee went into unpaid leave status.

If an employee requesting disability leave is considered an eligible employee under FMLA, the District will maintain the employee's health plan coverage consistent with the FMLA, for up to twelve (12) weeks of the disability leave. The twelve (12) weeks of paid health plan coverage will be reduced by any weeks of sick leave that the employee has taken for this same purpose.



Ivory McDaniel-Ilgenfritz 2.22.22
District Chief Spokesperson Date

 

Mary Ward Date
ESSA Spokesperson