

**Snake River School District #52**

**PERSONNEL**

**5420**

Long-Term Illness/Temporary Disability

Employees may use sick leave for long-term illness or temporary disability, and upon the expiration of sick leave and family medical leave the Board may grant eligible employees leave without pay if requested. Medical certification of the long-term illness or temporary disability shall be required.

Long-term illness or temporary disability shall be construed to include pregnancy, miscarriage, childbirth, and recovery therefrom.

Leave without pay arising out of any long-term illness or temporary disability, including pregnancy, miscarriage, childbirth, and recovery therefrom, shall commence only after sick leave and family medical leave have been exhausted.

Cross References:	5410 – 5410P	Family Medical Leave
Legal References:	Pub. L. 103-3 Pub. L. 110-181 29 C.F.R. Part 825 29 C.F.R. § 1604.10	Family Medical Leave Act of 1994 (FLMA) National Defense Authorization Act (NDAA) for FY 2008 Implementing the Family Medical Leave Act of 1993 Pregnancy Discrimination Act -Employment Policies Relating to Pregnancy and Childbirth

Policy History:

Adopted on: February 16, 2022

Revised on:

Reviewed on: