

**PATTONVILLE SCHOOL DISTRICT**

**EPS Code: GDBC-R-3**

**District Code:**

**EXHAUSTION OF SICK LEAVE FOR CRITICAL/EXTENDED ILLNESS**

Subject to the support staff member's rights, if any, under the Family and Medical Leave Act, a support staff member who because of critical or extended illness, exhausts all compensable sick leave and whose personal physician (M.D. or D.O.) cannot certify him/her for immediate work, may have his/her position filled by a qualified replacement. Such replacement will not be appointed until at least thirty (30) calendar days have passed since the date the employee's sick leave was exhausted.

Subject to the support staff member's rights, if any, under the Family and Medical Leave Act, in order to retain seniority, wage schedule step and all other benefits accumulated and earned in compliance with Board of Education policy, any employee with a prior commendable performance record and low absenteeism must return to his/her position within six (6) consecutive months of the date such sick leave was exhausted. Reappointment of such an employee will occur upon the first available vacancy based on said employee's qualifications. An employee may be granted an extension beyond this six (6) month period based on a recommendation of the Superintendent, with the approval of the Board of Education.

Adopted: December 14, 1982  
Revised: February 25, 1992  
Revised: November 12, 2002