

MED – MEDICAL LEAVE

ELIGIBILITY:

1. An employee must be unable to work due to personal illness or an injury that renders the employee unable to perform the essential functions of the assigned position.
2. An employee must have exhausted FMLA, if eligible, and all types of accrued leave to be eligible for a Medical Leave of Absence.

SUPPORTING DOCUMENTATION:

1. Must submit a statement from an appropriately licensed, medical doctor that specifies the nature of the incapacitating condition and the anticipated recovery time. The doctor's specialty, area of primary practice, or credentials must be related to the illness/disability for which the medical leave is being requested.

REINSTATEMENT REQUIREMENTS:

1. The employee must submit a medical release from an appropriately licensed, medical doctor verifying that the employee is able to perform the essential tasks of his/her position. The doctor's specialty, area of primary practice, or credentials must be related to the illness/disability for which the medical leave was approved.
 - a. If the medical release contains temporary restrictions that prevent the employee from performing the essential tasks of his/her position, the employee is not eligible for reinstatement, unless approved by the Diversity & Affirmative Action Programs Office.
 - b. If the medical release contains permanent restrictions that prevent the employee from performing the essential tasks of his/her position, the employee shall be directed to the Diversity & Affirmative Action Programs Office for consideration of reasonable accommodations.

NEGOTIATED AGREEMENT(S) / CCSD REGULATION:

- ❖ CCSD Regulation 4351
- ❖ ESEA Article 11-8