

# Board Policy

Code No. 409.2

## LICENSED EMPLOYEE PERSONAL ILLNESS LEAVE

Employees shall be granted fifteen (15) days of absence with pay for personal illness or injury not covered by worker's compensation, per year. Sick leave is cumulative with no loss or limitation. Each year's allotted sick leave is initiated upon the employee's first day of work for that school year. An employee may be required to present medical proof of sickness, injury, or inability to return to work for absences of five (5) consecutive days or more; however, in cases of suspected abuse the employee shall be informed of such suspicion and that medical proof may be required on subsequent absence, in addition to any disciplinary action that may be taken. The District reserves the right to request a second opinion at the District's expense.

*Legal Reference:*            Whitney v. Rural Ind. School District, 232 Iowa 61, 4 N.W.2d 394 (1942).  
29 C.F.R. Pt. 825 (2006).  
Iowa Code §§ 20; 85; 216; 279.40 (2009).

*Cross Reference:*        403.2    *Employee Injury on the Job*  
                                  409.3    *Licensed Employee Bereavement Leave*  
                                  409.7    *Licensed Employee Non-Contractual Unpaid Leave*

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