

**Notus School District No. 135**

**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 has been exhausted.

Cross Reference: 5410 – 5410P

Family Medical Leave

Legal Reference: Pub. L. 103-3  
Pub. L. 110-181

Family Medical Leave Act of 1994 (FMLA)  
National Defense Authorization Act  
(NDAA) for FY 2008

29 CFR Part 825

Implementing the Family Medical Leave  
Act of 1993

29 CFR § 1604.10

Pregnancy Discrimination Act - Employment  
Policies Relating to Pregnancy and Childbirth

Policy History:

Adopted on: November 9, 2009

Revised on: September 13, 2010

Reviewed on: May 25, 2023