

1 Great Falls School District

2
3 **PERSONNEL**

5329

4
5 Long Term Illness/Temporary Disability Leave

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7 Employees must use their leave bank for short or long-term illness and/or temporary disability. If
8 ineligible for a Family Medical Leave of Absence (FMLA) or upon expiration of FMLA, an
9 employee may apply for Illness Leave/Temporary Disability Leave. Medical certification of the
10 long-term illness or temporary disability is required and must specifically state the employee
11 cannot perform the duties for which the employee is hired. Any accrued paid leave sick time
12 must be used concurrently with this leave.

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14 Upon the expiration of leave bank, the Board may grant eligible employees leave without pay if
15 requested. Leave without pay arising out of any long-term illness or temporary disability shall
16 commence only after all paid leave time has been exhausted.

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18 If an employee has exhausted all accumulated leave time and has not requested a Leave of
19 Absence and is unable to perform or return to perform the duties for which the employee is hired,
20 the Board may place the employee on Illness Leave/Temporary Disability Leave of Absence. An
21 employee may also apply for or be placed on this leave to care for an immediate family member
22 with a serious health condition when FMLA has expired or if the employee is ineligible for
23 FMLA. The employee’s immediate family shall be defined as the employee’s spouse, child or
24 parent.

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26 A serious health condition is defined as “an illness, injury, impairment, or physical or mental
27 condition that involves: inpatient care in a hospital, hospice, or residential medical care facility;
28 or continuing treatment by a health care provider.”

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30 Upon approval of the Board, Illness Leave/Temporary Disability Leave without pay will be
31 provided without salary or fringe benefits. The length of this leave is for a period of up to one
32 school year, but no longer than the last contract day of the current school year, and may upon
33 request, be renewed or extended by action of the Board. The employee’s request for return to
34 duty shall be accompanied by a statement from a medical doctor attesting to the employee’s
35 ability to resume the duties of the position. The effective date for the resumption of duty shall be
36 subject to the approval of the Board.

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38 The Superintendent shall devise procedures within the intent of Title VII of the 1964 Civil
39 Rights Act as amended in 1978 by the Pregnancy Discrimination Act, and within the scope of
40 applicable law and court rulings in the state of Montana.

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42 Cross Reference:

- 43 Policy 5321 Leaves of Absence
- 44 Policy 5321R Conditions for Use of Leave
- 45 Policy 5322 Military Leave
- 46 Policy 5328 Family Medical Leave

- 1 Policy 5328R Family Medical Leave
- 2 Policy 5329P Long-Term Illness/Temporary Disability
- 3 Policy 5330 Maternity Leave

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5 Legal Reference:

6 Title VII of the 1964 Civil Rights Act

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8 Policy History:

9 Adopted on: June 11, 2018

10 Revised on: August 23, 2021