

1 Great Falls School District

2  
3 **PERSONNEL**

5329P

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5 Long-Term Illness/Temporary Disability Leave

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7 The following procedures will be used when an employee has a long-term illness or temporary  
8 disability.

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- 10 1. When any illness or temporarily disabling condition is “prolonged,” an employee will be  
11 asked by the Superintendent or designee to produce a written statement from a physician,  
12 stating that the employee is temporarily disabled and is unable to perform the duties of  
13 his/her position until such a time.
  - 14 2. In the case of any extended illness, procedures for assessing the probable duration of the  
15 temporary disability will vary. The number of days of leave will vary according to  
16 different conditions, individual needs, and the assessment of individual physicians.  
17 Normally, however, the employee should expect to return on the date indicated by the  
18 physician, unless complications develop which are further certified by a physician.
  - 19 3. An employee who has signified his/her intent to return at the end of an extended leave of  
20 absence shall be reinstated to his/her original job or an equivalent position with  
21 equivalent pay and accumulated seniority, retirement, fringe benefits, and other service  
22 credits.

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24 Cross References:

- 25 Policy 5328 Family Medical Leave  
26 Policy 5329 Long-Term Illness/Temporary Disability  
27 Policy 5330 Maternity and Paternity Leave

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29 Policy History

30 Adopted on: August 23, 2021

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