No. 4500
SECTION: PERSONNEL
TITLE: ABSENCES: ILLNESS

ADOPTED: 4/23/79
READOPTED: 1/29/14;11/15/16;8/20/19;
4/20/21;8/12/25
REVISED: 2/1/00;4/23/02;5/15/06;
6/21/10

OXFORD AREA SCHOOL DISTRICT

Illness

1. Illness is defined as that condition afflicting a person and which renders the employee unable to perform the essential functions of the position as certified by an attending licensed physician.

2. The Oxford Area School District in accordance with Section 1154 of the Pennsylvania School Code may request that any employee who is out of work because of illness for a period of time provide the Superintendent or Superintendent's designee with a written certification from a physician attesting to the fact that the employee was unable to perform his/her job responsibilities during the period of absence. For purposes of this policy, the request for such certification will apply to absences in excess of three (3) consecutive days and/or administrative judgment for absences that are deemed excessive or questionable in nature.

3. This certification must be provided to the Superintendent or Superintendent's designee by the employee upon request two school days after return to duty. Failure to comply with this stipulation shall result in the employee not being paid for the days of absence and can result in subjecting the employee to disciplinary action up to and including termination.