Gooding Joint School District No. 231

PERSONNEL **5420P**

Long-Term Illness/Temporary Disability/Maternity Leave

The following procedures will be used when an employee has a long-term illness or temporary disability, including maternity.

1. When any illness or temporarily disabling condition is "prolonged", an employee will be asked by the administration to produce a written statement from a physician stating that the employee is temporarily disabled and is unable to perform the duties of his/her position, but at some point in the future will be able to return to work.

2. In the case of any other extended illness, procedures for assessing the probable duration of the temporary disability will vary. The number of days of disability will vary according to different conditions, individual needs and the assessment of individual physicians. Normally, however, the employee should expect to return on the date indicated by the physician unless complications develop which are further certified by a physician.

3. Maternity leave will be treated as any other disability. Generally, unless mandated otherwise by a physician, maternity leave does not exceed six (6) weeks. As a disabling condition, maternity leave is not available to fathers. However, fathers may be able to request FMLA leave related to the birth of a new child, if necessary to care for such newborn child.

Cross Reference:	5410 – 5410P	Family Medical Leave
Legal Reference:	29 CFR 825, 29 USC 2601, et seq.	Family Medical Leave Act – National Defense Authorization Act for FY 2008 (NDAA), Pub. L. 110-181
	29 CFR 1604.10	Pregnancy Discrimination Act - Employment Policies Relating to Pregnancy and Childbirth
	29 C.F.R. 825.120	Leave for Pregnancy or Birth

Procedure History:
Adopted on: April 9, 2013
Revised on: