

## **CHAPTER 6.00 - SCHOOL ADMINISTRATION**

### **6.22 - *Illness-Or-Injury-In-Line-Of-Duty Leave***

#### **POLICY:**

An employee shall be entitled to a maximum of eighty (80) hours illness-in-line-of-duty leave each school fiscal year when unable to perform his/her duties because of personal injury received in the discharge of his/her duties or because of illness from a contagious or infectious disease contracted in the performance of his/her duties. Illness-in-line-of-duty leave is intended to deal with the illnesses normally known as childhood diseases; such as, mumps, measles, and chicken pox. This leave does not include normal adult illnesses such as colds and influenza. This leave is non-cumulative.

Such leave shall be non-cumulative from year to year, and when approved by the Board shall be used before charging any absence to regular accrued sick leave; provided, that the following conditions are met:

- (1) Upon suffering an illness or injury, the employee shall notify the site administrator as soon as possible, but not later than thirty (30) days after the illness or injury. Within seven (7) days of actual knowledge of injury or illness, the principal shall file the proper notification form with the district office for transmittal to the carrier.
- (2) The employee shall file a written claim signed by the principal or the immediate supervisor for attachment to the payroll report for the period during which the illness or injury occurred.
- (3) In case of injury, a certificate from a licensed physician will be required, and in the case of a claim relating to a contagious or infectious disease, the employee shall file a statement from a licensed physician certifying that beyond a reasonable doubt the contagious or infectious disease was contracted at school during the time the employee was engaged in school work. All claims under this rule shall be referred to a physician selected by the employee from a panel of doctors approved by the Superintendent.
- (4) After determining that the claim correctly states the facts and is valid, the Board will approve the leave.
- (5) Any workmen's compensation payment received by the employee while he/she is on compensable leave shall be deducted from his/her gross salary or the check received from workmen's compensation will be endorsed to the Board.
- (6) Any employee granted leave as herein prescribed who has used the ten (10) days as provided by law may exercise one of the following options at his/her discretion:
  - (a) The case shall be turned over to Workmen's Compensation.

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1. Employee shall continue to receive two-thirds salary and insurance. Employee fringe benefits provided by the Board shall be calculated in the average weekly wage.
  2. Medical expenses and travel for doctor appointments are assumed by Workmen's Compensation.
  3. The case is carried for one (1) year or until the employee returns to work. After one (1) year, the claimant may be rehabilitated and trained for other suitable employment. If appropriate employment is available through the Board and a vacancy exists, the claimant shall receive first consideration.
- (b) The employee may charge one third of each day to accumulated sick leave with the remaining two-thirds to be assumed by Workmen's Compensation. If all sick leave is exhausted prior to the end of one year, the case shall be turned over to Workmen's Compensation and carried until benefits are exhausted under the provisions of the Workmen's Compensation law.
- (7) As long as an employee is receiving a check from the Board, the Board will continue to pay their portion of insurance benefits for a period not to exceed one (1) calendar year or until the employee returns to work. At such time when an employee is receiving only Worker's Compensation, the average weekly wage shall be amended and the employee will make full payments of insurance benefits.

STATUTORY AUTHORITY:

1001.42 (17), F.S.

LAWS IMPLEMENTED:

1012.66, 1012.61, 1012.63, F.S.

STATE BOARD OF EDUCATION RULE:

6A-1.084

HISTORY:

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