

4220 DISTRICT MEDICAL LEAVE OF ABSENCE

~~After an employee has exhausted his/her family leave and all other available leave has been exhausted, he or she~~ An employee who was eligible for family medical leave (FMLA) and has exhausted family medical leave, or who may be entitled to a leave as a reasonable accommodation for a disability, may submit a request through Human Resources to the Board of Trustees for up to 14 weeks of district medical leave. An employee who is not eligible for family leave is not eligible for medical leave. An employee who is still on Workers' Compensation at the end of family leave will not be required to use all available leave prior to being placed on medical leave. Also, the District may grant a medical leave of absence as a reasonable accommodation for a disabled employee when it is required to do so under the Americans With Disabilities Act or the Wyoming Fair Employment Practices Act.

Factors in determining whether an employee will be granted district medical leave include the expected duration of the impairment which necessitates the leave, the qualified health care provider's opinion of the likelihood the employee will be able to return to work, with or without an accommodation, at the conclusion of the leave, and the duration of the employee's time away from work prior to and including any requested medical leave of absence. An employee requesting medical leave is expected to cooperate in obtaining any health care information necessary for the District to consider the employee's request and during district medical leave.

ADOPTION DATE: September 27, 1988; Revised November 26, 1991; February 28, 1994; March 27, 1995; Major revisions April 11, 2023

LEGAL REFERENCE(S): Family and Medical Leave Act: P.L. 103-3; Wyoming Fair Employment Practices Act: 196527-9-101; Americans with Disabilities Act

CROSS REFERENCE(S): 4208, 4208-R, 4218, 4218-R, 4229, 4229-R

ADMINISTRATIVE REGULATION: 4220-R