

**Health Related Absences**

**4040**

Any employee who is unable to report to work because of a health related condition shall contact his or her high school principal or the superintendent of schools at the earliest opportunity.

If any employee experiences a health related absence of three days or more or demonstrates a pattern of frequent health related absences, the board of education reserves the right to require the employee to present school officials with a physician's statement for documenting either (1) the need to remain absent from work or (2) the employee's fitness to return to work. The school district further reserves the right to require a second opinion on such medical circumstance from a physician chosen and reimbursed by the school district.

Should an employee have a prolonged health-related absence or refuse to cooperate in securing physicians' statements as described above, the board of education reserves the right to terminate the employment.

In the event an employee contracts a communicable disease, continued employment decisions will be based on guidelines established by the Nebraska State Department of Health and or the school physician.

Legal Reference: §79-827 Certified Employee, Contract Cancellation.