

6Hx19-2.57 EXTENDED MEDICAL LEAVE

Extended Medical Leave may be granted when a full-time employee is unable to perform his/her assigned duties for a period extending beyond the 12 weeks covered by the *Family and Medical Leave Act* due to a personal accident, personal illness, child delivery, or related medical condition. This type of leave shall not be authorized for more than one year.

Extended Medical Leave may be granted after the 12 weeks of Medical and Family Leave have been granted and all accrued sick and vacation leave exhausted. It shall be administered pursuant to Board Rule 6Hx19-2.17, Extent of Leave, and Board Rule 6Hx19-2.171, Leave Without Pay. Health and Life insurance will be continued at the employee's expense.

In the event that a full-time employee is not eligible for Family and Medical Leave, Extended Medical Leave may be granted for up to one year after all accrued sick and vacation leave are exhausted. It shall be administered pursuant to Board Rule 6Hx19-2.17, Extent of Leave, and Board Rule 6Hx19-2.171, Leave Without Pay. Health and Life insurance will be continued at the employee's expense.

A request for Extended Medical Leave shall be in writing and shall provide justification for its approval. It shall include the specific period of time to be covered by the leave. The College reserves the right to require written medical opinion supporting the request.

When the leave shall extend beyond June 30, a new application for leave shall be filed to cover the period beginning July 1.

Normally, the position occupied by the person on Extended Medical Leave will be held for the employee until the end of the agreed leave, but the College reserves the right to assign the individual to a comparable position and grade and to a different location, upon return to work.

Rule Adopted: 11/16/87; 11/23/93; 10/21/97; ■3/08/00

Effective Date: 11/16/87; 11/23/93; 10/21/97; ■3/08/00

Reviewed:

President's Administrative Leadership Team – Non-Substantive/Editorial: 11/05/18

Legal Authority:

General Authority: FS 228.200 (2)(a); 240.319; 240.325

Other References: SBE 6A-19.009 (1)(2)(3)

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Law Implemented: FS 240.335

Proposer: Timothy L. Beard., President

- President's Cabinet Approval - Non-Substantive/Editorial