

Palm Beach County School District (See paragraph (v) below). An employee returning to the system after a leave of absence or resignation shall be entitled to the accrued balance credited at the time of such leave or resignation, unless the employee received payment previously, either in part or full, for that time.

- iii. An employee may use accumulated sick leave for absence due to disability caused by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, all of which shall hereafter be referred to as pregnancy. Should sick leave be insufficient, personal leave provisions may be used for pregnancy. The employee will have the duty to inform the personnel office at least one month before expected date of leave so that a temporary replacement can be provided. Similarly the employee should keep the principal or supervisor informed as to the date of probable return to assignment after delivery and recovery.
- iv. An employee requiring more than thirty (30) working days of paid leave for recovery may be required to submit medical evidence at reasonable intervals supporting the need for additional leave.
- v. *Out-of-county credit for sick leave.*- Employees shall be entitled to 'transfer sick leave credit from other Florida school systems and State agencies which are participants in any of the Florida Retirement System plans with the restriction that at least one-half (1/2) of the cumulative leave shall be established within this School District.
- vi. Sick leave claims shall be honored as submitted by the employee for personal illness, as well as illness or death of father, mother, brother, sister, husband, wife, child or other close relative, or member of the employee's own household.
- vii. The Superintendent or his/her designee may require a doctor's statement of verification of illness. A request to the Superintendent or his/her designee for a verification of claim may be initiated by the principal or supervisor.
- viii. A false claim for sick leave shall be grounds for dismissal by the School Board.

d. Catastrophic Illness or Injury Leave

- i. A catastrophic illness or injury shall be defined as a medical condition not covered by Workers' Compensation requiring absence from work greater than fifty (50) working days of consecutive absence for a single illness or injury.
 - ii. An employee who sustains a catastrophic illness or injury may apply to the Department of Compensation and Human Resource Planning for and receive, for use on a matching basis, supplementary catastrophic illness or injury leave not to exceed the number of regular, unused sick leave days that the employee had accumulated on the first day of the regular sick leave applied to the catastrophic illness or injury. Section (2)(D) excludes absences due to injury covered by Workers Compensation.
 - iii. Two (2) medical verifications of such catastrophic illness or injury shall be required. Employees shall fully cooperate with the Board and shall authorize the release of any medical records necessary. The Board shall satisfy itself that any claim for catastrophic illness or injury leave is legitimate and correctly states the facts. The Board may at its expense require an independent medical examination.
 - iv. The School Board's granting of matching leave days shall begin on the fifty-first (51st) scheduled work day of catastrophic illness or injury.
- e. **Injury or Illness In-Line-of-Duty Leave.**-- An employee who is absent due to injuries or illness clearly received in the discharge of assigned duties shall be entitled to additional sick leave benefits as hereafter provided: