

# NIPISSING-PARRY SOUND CATHOLIC DISTRICT SCHOOL BOARD

## LONG-TERM DISABILITY

**PB 15.0  
NPS 5-99**

### **POLICY:**

IT SHALL BE THE POLICY OF THE NIPISSING-PARRY SOUND CATHOLIC DISTRICT SCHOOL BOARD to support a long term disability leave subject to the following:

1. Unless stated otherwise in a collective agreement or conditions of employment, an employee on long term disability who elects to retain membership in any of the Board's group benefits, shall pay the full premium costs to maintain his/her participation and coverage to the extent that the plan permits.
2. Unless stated otherwise in a collective agreement or conditions of employment, the Board will not provide salary nor pay benefits upon the expiration of sick leave credits.
3. Before returning to work following a long term disability leave, the employee shall be required to provide the Board with medical evidence that he/she is able to resume his/her former duties without restrictions causing undue hardship.
4. If the medical evidence is such that the employee cannot resume regular duties at the end of the long term disability leave, the employee's contract and/or employment shall be terminated if there is no reasonable likelihood that the employee will be able to return to work in the reasonably foreseeable future.

Replaces former Board D19