

3.15.7 -- LEAVE OF ABSENCE FOR PERSONAL INJURY FROM ASSAULT OR OTHER VIOLENT CRIMINAL ACT

The Board of Education of the Van Buren School District shall grant any employee of the district, who is absent from duty in a public school due to personal injury from assault or other violent criminal act committed against the employee in the course of employment in the public school, leave at full pay while the employee is unable to return to work.

The leave shall last as long as the employee is unable to return to work, but not to exceed one (1) year from the date of the injury. Leave granted under this provision shall not be charged to the sick leave of the employee. The assault or criminal act must have been reported to and verified by the proper authority, *ie.*, police, etc.

To apply for the leave of absence, and thereafter at the request of the School Board after leave is granted, the employee must present a statement from a medical doctor stating that the employee is under the care of a doctor, and the employee is incapable, by reason of the personal injury sustained, to return to work. The School Board may request that the employee be examined by a medical doctor of the Board's choosing to verify the inability of the employee to return to work. If there is disagreement between the employee's doctor and the Board's doctor, a third opinion shall be requested from a medical doctor agreed upon by both the Board and the employee. In such a case, the decision from the agreed upon doctor shall be the decision by which the Board and the employee shall abide.

The employee shall not draw workers' compensation or hold any other job during the time the Board is paying full salary under the conditions of this policy and act.

The decision of the School Board shall be final, and that decision shall not be subject to appeal through any administrative proceeding, including District grievance policies or procedures.

Approved by Board of Education 12/12/95