



<b>CHAPTER 2</b>	<b>SECTION NO.</b>
College Personnel – Personnel General	2.13
<b>REFERENCE</b>	<i>Adopted: October 12, 2010</i>
2.13.19.02 Disability Leave	<i>Reviewed: September 14, 2010</i>
	<i>Revised:</i>

In the event a full-time employee is granted a State Universities Retirement System (SURS) disability leave, the employee will be eligible for continued health insurance coverage according to the provisions under the Consolidated Omnibus Budget Reconciliation Act (COBRA). The employee will be responsible for payment of the health insurance premium under the provisions of COBRA.

The current SURS policy states that disability leave will not go into effect until sick leave balances have been exhausted.

When the employee becomes eligible for SURS disability leave, the employee will be placed on inactive status. The inactive status will end upon the **earlier** of the following:

- The employee returns to work and is able to perform the essential functions of his or her position with or without reasonable accommodations
- Upon the determination by Illinois Community College District No. 523 that the disability leave presents an undue burden to the institution. Such determination shall be made following an evaluation of the employee's position and institution's current needs