CERTIFICATION OF HEALTH CARE PROVIDER DENVER CITY INDEPENDENT SCHOOL DISTRICT FAMILY AND MEDICAL LEAVE ACT

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1(a). Name of employee (First, Middle Initial, Last Name):	1(b). Employee's Social Security Number:
2(a). Patient's Name (if different than 1(a) above):	2(b). Employee's Relationship to Patient:
 3. The attached sheet defines a "Serious Health Condition" under the Family and Medical Leave Act. Does the patient's condition qualify under any of the categories described? If so, select the applicable category: 1. Hospital Care 2. Absence Plus Treatment 3. Pregnancy 4. Chronic Conditions Requiring Treatments 5. Permanent/Long-term Conditions Requiring Supervision 6. Multiple Treatments (Non-Chronic Conditions) None of the Above 	
 4. Describe the medical facts which support your certification, including a brief statement as to how the medical facts meet the criteria of the above selected category: 5(a). State the approximate date the condition commenced: 5(b). State the probable duration of the condition (and the probable duration of the patient's present 	
incapacity ^b if different): 5(c). Should the employee work only intermittently or on a less than full schedule as a result of the condition (including for treatment described in item 6): () No () Yes - Probable Duration:	
5(d). If the condition is a chronic condition (category #4) or pregnancy (category #3), state whether the patient is presently incapacitated ^b and the likely duration and frequency of episodes of incapacity ^b :	
6(a). If additional treatments will be required for the condition, provide an estimated number: 6(b). If the patient will be absent from work or other daily activities because of treatment on an intermittent or part-time basis, provide an estimate number and interval between such treatments, actual or estimated dates of treatment if known, and period required for recovery, if any:	
6(c). If any of these treatments will be provided by another health services provider (e.g. physical therapist), please state the nature of the treatments:	
6(d). If a regimen of continuing treatment by the patient is required under your supervision, provide a general description of such regimen (e.g. prescription drugs, physical therapy requiring special equipment):	

^a Here and elsewhere on this form, the information sought relates only to the condition for which the employee is taking FMLA leave.

b "Incapacity," for purposes of FMLA, is defined to mean inability to work, attend school or perform other regular daily activities due to the serious health condition, treatment therefor, or recovery therefrom.

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PAGE 2 of 3 Type or Print 7(a). If medical leave is required for the employee's absence from work because of the employee's own condition (including absences due to pregnancy or a chronic condition), is the employee unable to perform work of any kind? () No () Yes 7(b). If able to perform some work, is the employee unable to perform any one or more essential job functions (employee or employer should supply you with information regarding essential job functions): () No () Yes - Functions: **7(c).** If neither 7(a) or 7(b) applies, is it necessary for the employee to be **absent from work for treatment**: 8(a). If leave is required to care for a family member of the employee with a serious health condition, does the patient require assistance for basic medical or personal needs, safety, or transportation: () No () Yes 8(b). If no, would the employee's presence to provide psychological comfort be beneficial to the patient or assist in the patient's recovery: () No () Yes **8(c).** If the patient will need care only **intermittently** or on a part-time basis, please indicate the probable duration of this need: Health Care Provider Name: ______ Type of Practice: Telephone Number: To be completed by the employee needing family leave to care for a family member: State the care you will provide and an estimate of the period during which care will be provided. Include a schedule if leave is to be taken intermittently or if it will be necessary for you to work less than a full schedule: Employee Signature:

Submit completed form to: DCISD Human Resources Department

501 Mustang

Denver City, TX 79323

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A "Serious Health Condition" means an illness, injury impairment, or physical or mental condition that involves one of the following:

1. Hospital Care

Inpatient care (i.e. an overnight stay) in a hospital, hospice, or residential medical care facility, including any period of incapacity^a or subsequent treatment in connection with or consequent to such inpatient care.

2. Absence Plus Treatment

A period of incapacity^a of **more than three consecutive calendar days** (including any subsequent treatment or period of incapacity^a relating to the same condition) that also involves:

- A. Treatment^b **two or more times** by a health care provider, by a nurse or physician's assistant under direct supervision of a health care provider, or by a provider of health care services (e.g. physical therapist) under orders of or referral by a health care provider; or
- B. Treatment by a health care provider on at least one occasion which results in a regimen of continuing treatment^c under the supervision of the health care provider.

3. Pregnancy

Any period of incapacity due to pregnancy or for prenatal care.

4. Chronic Conditions Requiring Treatments

A chronic condition which:

- Requires **periodic visits** for treatment by a health care provider, or by a nurse or physician's assistant under direct supervision of a health care provider;
- Continues over an **extended period of time** (including recurring episodes of a single underlying condition); and
- May cause episodic rather than a continuing period of incapacity^a (e.g. asthma, diabetes, epilepsy, etc.)

5. Permanent/Long-term Conditions Requiring Supervision

A period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective. The employee or family member must be under the continuing supervision of, but need not be receiving active treatment by, a health care provider. Examples include Alzheimer's, a severe stroke, or the terminal stages of a disease.

6. Multiple Treatments (Non-Chronic Conditions)

care provider or by a provider of health care services under orders of, or on referral by a health care provider, either for **restorative surgery** after an accident **or** other injury or for a condition that **would likely result in a period of incapacity of more than three consecutive calendar days in the absence of medical intervention or treatment**, such as cancer (chemotherapy, radiation, etc.), sever arthritis (physical therapy), and/or kidney disease (dialysis).

^a "Incapacity," for purposes of FMLA, is defined to mean inability to work, attend school, or perform other regular daily activities due to the serious health condition, treatment therefor, or recovery therefrom.

^b Treatment includes examinations to determine if a serious health condition exists and evaluations of the condition. Treatment does not include routine physical, eye, or dental examinations.

^c A regimen of continuing treatment includes, for example, a course of prescription medication (e.g. and antibiotic) or therapy requiring special equipment to resolve or alleviate the health condition. A regimen of treatment does not include the taking of overthe-counter medication such as aspirin, antihistamines, or salves; or bed-rest, drinking fluids, exercise, and other similar activities that can be initiated without a visit to a health care provider.