CHARLOTTESVILLE CITY SCHOOLS

FAMILY AND MEDICAL LEAVE ACT
FITNESS FOR DUTY CERTIFICATION

To be completed by employer:

Employer Contact: Dr. Keith P. Hubbard, Director of Human Resources

Employee's Name: _____

Employee's job title: _____

Check one:

Employee's essential job functions are: _____

_____

_____

A list of essential job functions is attached.

Job description is attached.

To be completed by Health Care Provider:

Please limit responses to the condition for which the employee took FMLA leave.

Provider's name and business address: _____

_____

_____

Type of practice/speciality: _____

Telephone number: _____ Fax number: _____

I have reviewed the essential job functions for the position and certify that
_____ (Employee's name)

Is medically able to perform all essential functions of the position

Is medically unable to perform all essential functions of the position

If the employee is medically unable to perform one or more of the essential functions of the position, identify the job functions the employee is unable to perform.

_____

_____

I certify that _____ (Employee's name)

Is fit to return to full duty effective _____ (date).

Is not fit to return to full duty until _____ (date).

_____

Signature of Health Care Provider Date