

1           515 . DISQUALIFICATION BY REASON OF HEALTH

2           **1. Purpose**

3           Consistent with law with respect to equal opportunity and non-discrimination, it is the policy of the Board  
4           to ensure that the programs of the district are supported by classified employees who are physically and  
5           mentally fit to perform the duties assigned to them.

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7           **2. Authority**

8           A classified employee may be placed on sick leave or retired for physical or mental disability to perform  
9           assigned duties.

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11          **3. Guidelines**

12          When a classified employee, in the opinion of the Superintendent, is unfit to work in this district by reason  
13          of physical or mental condition, the following procedure shall be followed.

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15           a.   The Superintendent shall present to the Board reasons for questioning the condition of the  
16           employee.  
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18           b.   should the Board determine that the reasons given constitute sufficient cause to order the  
19           employee to be examined, said employee shall be given written notice of the need for such  
20           examination and an opportunity to appear before the Board, a committee of the Board, or a  
21           hearing officer designated by the Board.  
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23           c.   The Board may offer a hearing which, if accepted by the employee, shall be conducted in  
24           accordance with the following rules:  
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26                    The hearing will be privately held.  
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28                    Employees may present witnesses on their behalf.  
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30                    Witnesses need not present testimony under oath and will not be subject to cross-  
31                    examination, but may be questioned by the person presiding.  
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33                    Witnesses will be called individually and excused after making their statement.  
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35           d.   Should the Board, following a hearing, order an examination, said examination may be  
36           conducted by a physician(s) selected by the employee from a list provided by the Board.  
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38           e.   The examination shall be conducted within ten (10) days following the hearing.  
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40           f.   If as a result of such examination, the employee is found to be unfit to perform assigned  
41           duties, the employee shall be placed on mandatory sick leave for such period as may be  
42           indicated and with such compensation to which s/he is entitled until proof of recovery,  
43           satisfactory to the Board, is furnished.  
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45           g.   Should an employee refuse to submit to examination following the exhaustion of proper  
46           appeals, the Board shall consider such refusal as cause for dismissal.

47          *School Code: §1418*

48          *Other Cites: P.G. 509*

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