



Section ADMINISTRATIVE EMPLOYES

Title DISQUALIFICATION BY REASON OF HEALTH

LACKAWANNA TRAIL SCHOOL DISTRICT

Adopted

Revised

Lackawanna Trail School District

315. DISQUALIFICATION BY REASON OF HEALTH

1. Purpose

Consistent with law with respect to equal opportunity and non-discrimination, it is the policy of the Board to ensure that the programs and operations of this district are administered by individuals physically and mentally fit for the duties assigned.

2. Authority

An administrator may be placed on sick leave or retired for physical or mental disability that makes him/her unfit to perform assigned duties.

SC 1122

3. Guidelines

When an administrator, in the opinion of the Superintendent, is unfit to perform assigned duties in this district by reason of physical or mental condition, the following procedures shall be followed:

a. The Superintendent shall present to the Board reasons for questioning the condition of the employe.

The employe may be transferred to an available position for which s/he is qualified upon the recommendation of the Superintendent and in accordance with Board policy regarding such transfers. (Pol. 309)

Po. 309

b. Should the Board determine that the reasons given constitute sufficient cause to order the employe to be examined, said employe shall be given written notice of the need for such examination and an opportunity to appear before the Board, or a committee of the Board, within 10 days to explain why such an order will not be followed.

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c. The Board may offer a hearing which, if accepted by the employe, shall be conducted in accordance with Sections 1127 and 1128 of the School Code if dismissal is indicated.

d. Should the Board, following a hearing, order an examination, said examination may be conducted by a physician(s) selected by the employe from a list provided by the Board.

e. The examination shall be conducted within fifteen (15) days following the hearing.

f. If, as a result of such examination, the employe is found to be unfit to perform assigned duties, the employe shall be placed on mandatory sick leave for such period as may be indicated and with such compensation to which s/he is entitled until proof of recovery, satisfactory to the Board is furnished.

g. Should an employe refuse to submit to examination following the exhaustion of proper appeals, the Board shall consider such as cause for dismissal.

SC 1418

School Code

SC 1122
1127, 1128
1153, 1154

Pa. Code (Title 28)

SC 23.44