



Section PROFESSIONAL EMPLOYEES

Title DISQUALIFICATION BY REASON OF HEALTH

LACKAWANNA TRAIL SCHOOL DISTRICT

Lackawanna Trail School District

Adopted

Revised

415. 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 professional employes of the district shall be physically and mentally fit to perform their assigned duties.

2. Authority

A professional employe may be placed on sick leave or retired for physical or mental disability to perform assigned duties.

3. Guidelines

In the case of a teacher or other professional employe who, in the opinion of the Superintendent, is unfit to perform assigned duties by reason of physical or mental condition, the following procedure 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 and fit upon the recommendation of the Superintendent.

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.

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c. Should a hearing ensue, the hearing 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 refusal as cause for dismissal.

SC 1418

School Code

SC 1127
1128, 1153
1154, 1418

Pa. Code (Title 28)

SC 23.44

Other Cites

Pol. 409

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