



Section CLASSIFIED EMPLOYEES

Title — DISQUALIFICATION BY REASON OF HEALTH

LACKAWANNA TRAIL SCHOOL DISTRICT

Adopted

Revised

Lackawanna Trail School District

515. 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 of the district are supported by classified employees who are physically and mentally fit to perform the duties assigned to them.

2. Authority

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

3. Guidelines

When a classified employe, in the opinion of the Superintendent, is unfit to work in this district 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 the employe is qualified upon the recommendation of the Superintendent and in accordance with Board policy regarding transfers. (Pol. 509)

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, a committee of the Board, or a hearing office designated by the Board.

Pol. 509

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c. The Board may offer a hearing which, if accepted by the employe, **shall be** conducted in accordance with the following rules:

The hearing will be privately held.

Employes may present witnesses on their behalf.

witnesses need not present testimony under oath and will not be subject to cross-examination, but may be questioned by the person presiding.

witnesses will be called individually and excused after making their statement.

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.

School Code

SC 1418

Other Cites

Pol. 509

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