

SECTION: PROFESSIONAL EMPLOYEES

TITLE: DISQUALIFICATION BY REASON OF HEALTH

ADOPTED: February 8, 1999

REVISED:

# PENN MANOR SCHOOL DISTRICT

<p>1. Authority Pol. 104</p> <p>SC 1122</p> <p>2. Guidelines</p> <p>SC 1418, 1127, 1128</p>	<p style="text-align: center;">415. DISQUALIFICATION BY REASON OF HEALTH</p> <p>Consistent with law with respect to equal opportunity and nondiscrimination, it is the policy of the Board to ensure that professional employees of the district shall be physically and mentally fit to perform their assigned duties.</p> <p>A professional employee may be placed on sick leave or be retired for physical or mental disability that makes him/her unfit to perform assigned duties.</p> <p>In the case of a professional employee who, in the opinion of the Superintendent, is unfit to perform assigned duties by reason of physical or mental condition, the following procedures shall be followed:</p> <ol style="list-style-type: none"> <li>1. The Superintendent shall present to the Board reasons for questioning the condition of the employee.</li> <li>2. Should the Board determine that the reasons given constitute sufficient cause to order the employee to be examined, the employee shall be given written notice of the need for examination and an opportunity to appear before the Board, a committee of the Board, or a hearing officer designated by the Board within ten (10) days to explain why such an order will not be followed.</li> <li>3. Should a hearing ensue, the hearing shall be conducted in accordance with law if dismissal is indicated or the following rules if a dismissal is not indicated:             <ol style="list-style-type: none"> <li>a. The hearing will be held privately.</li> <li>b. Staff members may present witnesses on their behalf.</li> <li>c. Witnesses will be called individually and excused after making their statement.</li> <li>d. Witnesses need not present testimony under oath and will not be subject to cross-examination, but they may be questioned by the Board.</li> </ol> </li> </ol>
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