

PENN MANOR SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: DISQUALIFICATION BY
REASON OF HEALTH

ADOPTED: February 8, 1999

REVISED:

515. DISQUALIFICATION BY REASON OF HEALTH	
1. Authority	<p>Consistent with law with respect to equal opportunity and nondiscrimination, it is the policy of the Board to ensure that district programs are supported by classified employees who are physically and mentally fit to perform the duties assigned to them.</p> <p>A classified 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>
2. Guidelines	<p>When a classified employee, 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:</p> <ol style="list-style-type: none">1. The Superintendent shall present to the Board reasons for questioning the condition of the employee.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.3. The Board may offer a hearing which, if accepted by the employee, shall be conducted in accordance with the following rules:<ol style="list-style-type: none">a. The hearing will be held privately.b. Staff members may present witnesses on their behalf.c. Staff members may be represented by counsel or an individual of their own choice.

515. DISQUALIFICATION BY REASON OF HEALTH - Pg. 2

<p>School Code 1418</p> <p>Board Policy No. 509</p>	<ul style="list-style-type: none">d. Witnesses need not present testimony under oath and will not be subject to cross-examination, but they may be questioned by the Board.e. Witnesses will be called individually and excused after making their statement. <ol style="list-style-type: none">4. Following a hearing, if the Board orders an examination, it may be conducted by a physician(s) selected by the employee from a list provided by the Board.5. The examination shall be conducted within thirty (30) days following the hearing.6. If as a result of the examination the employee is found to be unfit to perform assigned duties, the employee shall be placed on mandatory sick leave for the period indicated with such compensation to which s/he is entitled until proof of recovery, satisfactory to the Board, is furnished.7. Should an employee refuse to submit to examination following the exhaustion of proper appeals, the Board shall consider such refusal as cause for dismissal.
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