

MIDDLETOWN AREA SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: DISQUALIFICATION BY
REASON OF HEALTH

ADOPTED: October 14, 1991

REVISED:

315. DISQUALIFICATION BY REASON OF HEALTH	
1. Purpose	Consistent with law with respect to equal opportunity and nondiscrimination, 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 SC 1122	An administrator may be placed on sick leave or retired for physical or mental disability that makes him/her unfit to perform assigned duties.
3. Guidelines	<p>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:</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, said employee 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 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 Sections 1127 and 1128 of the School Code if dismissal is indicated, or the following rules if dismissal is not indicated:<ol style="list-style-type: none">a. The hearing will be privately held.b. Staff members may present witnesses on their behalf.c. Witnesses will be called individually and excused after making their statements.

<p>SC 1418</p>	<p>d. Staff members may be represented by counsel or by an individual of the employee's choice.</p> <p>5. Should the Board, following a hearing, order an examination, said examination may be conducted by a physician selected by the employee from a list provided by the Board.</p> <p>6. The examination shall be conducted within ten (10) days following the hearing.</p> <p>7. If as a result of such examination the employee is found to be unfit to perform assigned duties, the employee 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.</p> <p>8. Should an employee refuse to submit to examination following the exhaustion of proper appeals, the Board shall consider such as cause for dismissal.</p>
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