

FAIRVIEW SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: DISQUALIFICATION BY
REASON OF HEALTH

ADOPTED: June 20, 1994

REVISED:

415. 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 employees of the district are physically and mentally fit to perform their assigned duties.
2. Guidelines	<p>When a teacher or other professional employee, in the opinion of the Superintendent, is unfit to perform assigned duties by reason of physical or mental condition, s/he may be placed on sick leave or retired for physical or mental disability according to the following procedures:</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, or a hearing officer designated by the Board within ten (10) days to explain why such an order will not be followed.
SC 1127, 1128	<ol style="list-style-type: none"> 3. Should a hearing ensue, the hearing shall be conducted in accordance with Sections 1127 and 1128 of the School Code if dismissal is indicated.
SC 1418	<ol style="list-style-type: none"> 4. Should the Board, following a hearing, order an examination, said examination may be conducted by the school physician or by a physician of the employee's own choice. 5. 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. 6. Should an employee refuse to submit to examination following the exhaustion of proper appeals, the Board shall consider such refusal as cause for dismissal.