FAIRVIEW SCHOOL DISTRICT

SECTION: SUPPORT EMPLOYEES

TITLE: DISQUALIFICATION BY REASON OF HEALTH

ADOPTED: June 20, 1994

REVISED:

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

2. Guidelines

When a support employee, in the opinion of the Superintendent, is unfit to work by reason of a physical or mental condition, s/he may be placed on sick leave or retired for physical or mental disability according to the following procedures:

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

3. Should the Board, following a hearing, order an examination, said examination may be conducted by the school physician of the district or by a physician of the employee's own choice.

4. 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.

5. Should an employee refuse to submit to examination following the exhaustion of proper appeals, the Board shall consider such refusal as cause for dismissal.

School Code
1418
Board Policy
509