

BLOOMSBURG AREA SCHOOL DISTRICT Policy Manual
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Section: PROFESSIONAL EMPLOYEES
Title: DISQUALIFICATION BY REASON OF HEALTH
Date Adopted: August 17, 1981
Date Last Revised: June 16, 2003

415. DISQUALIFICATION BY REASON OF HEALTH

- .1 Consistent with law with respect to equal opportunity and non-discrimination, it is the policy of the Board to ensure that the professional employees of the district shall be physically and mentally fit to perform their assigned duties.
- .2 A professional employee may be placed on sick leave or retired for physical or mental inability to perform assigned duties.
- .3 In the case of a teacher or other professional employee who, 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:
 - .31 The Superintendent shall present to the Board reasons for questioning the condition of the employee.
 - .32 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.
 - .33 Should a hearing ensue, the hearing shall be conducted in accordance with Sections 1127 and 1128 of the School Code if dismissal is indicated.
 - .34 Should the Board, following a hearing order an examination; a physician designated by the Board and compensated by the Board may conduct said examination.
 - .35 The examination shall be conducted within ten (10) days following the hearing.

- .36 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 she/he is entitled until proof of recovery, satisfactory to the Board is furnished.
- .37 Should employee refuse to admit to examination following the exhaustion of proper appeals, the Board shall consider such refusal as cause for dismissal.