

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

515. 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 classified employees who are physically and mentally fit to perform the duties assigned to them support the programs of the district.
- .2 A classified employee may be placed on sick leave or retired for physical or mental inability to perform assigned duties.
- .3 When a classified employee, in the opinion of the Superintendent, is unfit to work in this district 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 The 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 should the Board determine that the reasons given constitute sufficient cause to order the employee to be examined.
 - .33 The Board may offer a hearing which, if accepted by the employee, shall be conducted in accordance with the following rules:
 - .331 The hearing will be privately held.
 - .332 Employees may present witnesses on their behalf.
 - .333 Employees may be represented by counsel or an individual of their own choice.

- .334 Witnesses need not present testimony under oath and will not be subject to cross-examination, but may be questioned only by the person presiding.
- .335 Witnesses will be called individually and excused after making their statement.
- .34 Should the Board, following a hearing, order an examination, said examination may be conducted by a physician designed by the Board and compensated by the Board.
- .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 an employee refuse to submit to examination following the exhaustion of proper appeals, the Board shall consider such refusal as cause for dismissal.