



Title: **Disqualification by Reason of Health**

Code: 315

Book: Policy Manual

Section: 300 Employees

Consistent with law with respect to equal opportunity and non-discrimination, 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.

An administrator may be placed on sick leave or retired for physical or mental disability that makes him/her unfit to perform assigned duties.

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:

- a. The Superintendent shall present to the Board reasons for questioning the condition of the employee. The employee may be transferred to an available position for which she/he is qualified upon the recommendation of the Superintendent and in accordance with Board policy regarding such transfers. (P.G. 309)
- b. 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 days to explain why such an order will not be followed.
- c. The Board may offer a hearing which, if accepted by the employee, shall be conducted in accordance with Section 1127 and 1128 of the School Code if dismissal is indicated or the following rules if dismissal is not indicated:
 - The hearing will be privately held.
 - Staff members may present witnesses on their behalf.
- d. Should the Board, following a hearing, order examination, said examination may be conducted by a physical designated by the Board and compensated by the Board.

- e. The examination shall be conducted within ten (10) days following the hearing.
- f. 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.
- g. Should an employee refuse to submit to examination following the exhaustion of proper appeals, the Board shall consider such as cause for dismissal.

Adopted: **October 21, 1981**

Last Revised: **January 17, 2022**

Last Reviewed: **January 17, 2022**
