

ALLENTOWN SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: DISQUALIFICATION BY
REASON OF HEALTH

ADOPTED: 4/22/99

REVISED:

	515. DISQUALIFICATION BY REASON OF HEALTH
1. Purpose	Consistent with law with respect to equal opportunity and nondiscrimination, the Board shall ensure that the programs and operations of this district are administered by individuals physically and mentally fit for the duties assigned.
2. Authority SC 1122	A classified employee may be placed on paid or unpaid leave, or her/his employment may be terminated for physical or mental disability, as documented by competent medical evidence, which after reasonable accommodation of such disability as required by law, substantially interferes with the employee's ability to perform the essential functions of her/his employment.
3. Guidelines	<p>When a classified employee, in the opinion of the Superintendent, is unfit to perform assigned duties in this district by reason of physical or mental disability, the following procedure shall be followed:</p> <ol style="list-style-type: none"> 1. S/He shall be placed on paid or unpaid leave. 2. If s/he is unable to return to her/his duties in a timely manner, the Superintendent shall present to the Board reasons questioning the condition of the classified employee.
Pol. 509	<p>The classified employee may be transferred to an available position for which s/he is qualified, upon the recommendation of the Superintendent and in accordance with Board policy regarding such transfers. (Policy 509)</p> <ol style="list-style-type: none"> 3. Should the Board determine that the reasons given constitute sufficient cause to order the classified employee to be examined, said classified 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. 4. The Board shall offer a hearing which, if accepted by the classified employee, shall be conducted in accordance with Sections 1127 and 1128 of the School Code.

515. DISQUALIFICATION BY REASON OF HEALTH - Pg. 2

<p>SC 1418</p> <p>School Code 1122, 1127, 1128, 1418</p>	<ol style="list-style-type: none">5. Following a hearing, should the Board order an examination, said examination shall be conducted by a physician(s) selected by the classified employee from a list provided by the Board. The examination shall be conducted within ten (10) days following the hearing.6. If, as a result of such examination, the classified employee is found to be unfit to perform assigned duties, the Superintendent may move for the termination of the employee's employment.7. Should a classified employee refuse to submit to an examination following the exhaustion of proper appeals, the Board shall consider such as cause for dismissal.
--	--