

# COUNCIL ROCK SCHOOL DISTRICT

SECTION: SUPPORT EMPLOYEES

TITLE: DISQUALIFICATION BY  
REASON OF HEALTH

ADOPTED: November 5, 1998

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 supported by support employees who are physically and mentally fit to perform the duties assigned to them.
2. Authority	A support employee may be placed on sick leave or retired for physical or mental disability to perform assigned duties.
3. Guidelines	<p>When a support 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:</p> <ol style="list-style-type: none"><li>1. The Superintendent shall present to the Board reasons for questioning the condition of the employee.</li><li>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.</li><li>3. The Board may offer a hearing which, if accepted by the employee, shall be conducted in accordance with the following rules:<ol style="list-style-type: none"><li>a. The hearing will be privately held.</li><li>b. Employees may present witnesses on their behalf.</li><li>c. Employees may be represented by counsel or an individual of their own choice.</li><li>d. Witnesses need not present testimony under oath and will not be subject to cross-examination, but may be questioned by the person presiding.</li></ol></li></ol>

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<p>School Code 1418</p>	<ul style="list-style-type: none"><li>e. Witnesses will be called individually and excused after making their statement.</li><li>4. Should the Board, following a hearing, order an examination, said examination may be conducted by a physician selected by the employee from a list provided by the Board.</li><li>5. The examination shall be conducted within ten (10) days following the hearing.</li><li>6. 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.</li><li>7. Should an employee refuse to submit to examination following the exhaustion of proper appeals, the Board shall consider such refusal as cause for dismissal.</li></ul>
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