COUNCIL ROCK SCHOOL DISTRICT

SECTION: ADMINISTRATIVE EMPLOYEES

TITLE: DISQUALIFICATION BY REASON OF HEALTH

ADOPTED: October 16, 1997

REVISED:

315. DISQUALIFICATION BY REASON OF HEALTH

1. Purpose
   Pol. 104

Consistent with law with respect to equal opportunity and nondiscrimination, 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.

2. Authority
   SC 1122

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

3. Guidelines

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:

1. 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 s/he is qualified upon the recommendation of the Superintendent.

SC 1418

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, or a committee of the Board, within ten (10) days to explain why such an order will not be followed.

3. The Board may offer a hearing which, if accepted by the employee, shall be conducted in accordance with Sections 1127 and 1128 of the School Code if dismissal is indicated or the following rules if dismissal is not indicated:

   a. The hearing will be privately held.

   b. Staff members may present witnesses on their behalf.

   c. Witnesses will be called individually and excused after making their statements.

	d. Witnesses need not present testimony under oath and will not be subject to cross-examination but may be questioned by the person presiding over the hearing. e. Staff members may be represented by counsel or an individual of the employee's choice.
SC 1418	4. Should the Board, following a hearing, order an examination, said examination may be conducted by a physician(s) selected by the employee from a list provided by the Board. 5. The examination shall be conducted within ten (10) days following the hearing. 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. 7. Should an employee refuse to submit to examination following the exhaustion of proper appeals, the Board shall consider such as cause for dismissal.
School Code 1122, 1127, 1128, 1153, 1154, 1418 Board Policy No. 309	