

AVON GROVE SCHOOL DISTRICT

SECTION: NON-INSTRUCTIONAL
EMPLOYEES

TITLE: DISQUALIFICATION BY
REASON OF HEALTH

ADOPTED: January 16, 2001

REVISED:

515. DISQUALIFICATION BY REASON OF HEALTH	
1. Purpose	Consistent with law, it is the policy of the Board to ensure that the programs and operations of the district are administered by individuals physically and mentally fit for the duties assigned.
2. Authority	An employee may be placed on approved sick leave because of a physical or mental disability.
3. Guidelines	<p>When an 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">1. The Superintendent shall meet with the employee to review the Superintendent's concerns about the employee's condition.2. The Superintendent shall present to the Board reasons for questioning the condition of the employee.3. The employee may be transferred to an available position for which the employee is qualified upon the recommendation of the Superintendent.4. 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.5. The Board may offer a hearing which, if accepted by the employee, shall be conducted in accordance with district rules; and6. Should the Board, following a hearing, order an examination, said examination may be conducted by a physician designated by the Board and compensated by the Board.

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<p>School Code 1418</p> <p>Board Policy No. 509</p>	<p>The examination shall be conducted within ten (10) days following the hearing.</p> <p>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.</p> <p>Should an employee refuse to submit to examination following the exhaustion of proper appeals, the Board shall consider such refusal as cause for dismissal.</p>
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