

ALLENTOWN SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: DISQUALIFICATION BY
REASON OF HEALTH

ADOPTED: 4/22/99

REVISED:

<p>1. Purpose</p> <p>2. Authority SC 1122</p> <p>3. Guidelines</p> <p>Pol. 409</p>	<p style="text-align: center;">415. DISQUALIFICATION BY REASON OF HEALTH</p> <p>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.</p> <p>A professional 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.</p> <p>When a professional 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 professional employee. <p>The professional 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 409)</p> <ol style="list-style-type: none"> 3. Should the Board determine that the reasons given constitute sufficient cause to order the professional employee to be examined, said professional 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 professional employee, shall be conducted in accordance with Sections 1127 and 1128 of the School Code.
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