

SECTION: CLASSIFIED EMPLOYEES

TITLE: DISQUALIFICATION BY REASON OF HEALTH

ADOPTED: MARCH 18, 1996

REVISED:

Lebanon School District

	515. DISQUALIFICATION BY REASON OF HEALTH	1
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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 classified employes who are physically and mentally fit to perform the duties assigned to them.	5 6 7 8 9 10
2. Authority	A classified employe may be placed on sick leave or retired for physical or mental disability to perform assigned duties.	11 12 13 14 15
3. Guidelines	When a classified employe, 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:	16 17 18 19 20
	a. The Superintendent shall present to the Board reasons for questioning the condition of the employe.	21 22 23 24
	b. Should the Board determine that the reasons given constitute sufficient cause to order the employe to be examined, said employe 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.	25 26 27 28 29 30 31 32
	c. The Board may offer a hearing which, if accepted by the employe, shall be conducted in accordance with the following rules:	33 34 35 36
	The hearing will be privately held.	37
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