



Center Area School District

SECTION: ADMINISTRATIVE EMPLOYEES

TITLE: DISQUALIFICATION BY
REASON OF HEALTH

ADOPTED: FEBRUARY 17, 2005

REVISED:

315. 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 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 on sick leave or retired for physical or mental disability that makes him/her unfit to perform assigned duties.
3. Guidelines	<p>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:</p> <p>a. The Superintendent shall present to the Board reasons for questioning the condition of the employee.</p> <p style="padding-left: 40px;">The 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 309)</p> <p>b. 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.</p> <p>c. 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:</p> <p style="padding-left: 40px;">The hearing will be privately held.</p> <p style="padding-left: 40px;">Staff members may present witnesses on their behalf.</p> <p style="padding-left: 40px;">Witnesses will be called individually and excused after making their</p>

