

UNREQUESTED LEAVE OF ABSENCE

It is the policy of the School Board to protect the students of this Corporation from the influence of unwell support staff.

The Board reserves the right to place a support staff member on sick leave or suspend a support staff member for physical or mental disability to perform assigned duties.

In the case of a support employee who, in the opinion of a supervisor, is unfit to work in this Corporation by reason of physical or mental condition, the support staff member will be offered the opportunity for a hearing which shall be conducted in accordance with law governing termination hearings.

If a support staff member fails to comply with the Superintendent's recommendation or fails to request an appearance before the Board within the time allowed, the Board shall order the support employee to submit to an appropriate examination by both a physician designated and compensated by the Board and a physician designated and compensated by the support staff member.

Where the physician designated by the Board disagrees with a physician designated by the support staff member, the two (2) physicians shall agree in good faith on a third impartial physician who shall examine the staff member and whose medical opinion shall be conclusive and binding on the issue of medical capacity to perform assigned duties. The expenses of a third examination shall be borne by the Board.

If, as a result of such examination, the support staff member is found to be unfit to perform assigned duties, he/she shall be placed on leave with such compensation to which he/she is entitled until proof of recovery, satisfactory to the Superintendent, is furnished.

Should a support staff member refuse to submit to an examination following the exhaustion of proper appeals, the Board shall consider the certification of charges for reasons of insubordination.

I.C.20-26-5-4