

UNREQUESTED LEAVES OF ABSENCE

It is the responsibility of the Board of Education to protect students and employees from the effects of contagious diseases or other circumstances, which render professional staff members unable to perform assumed duties, with or without accommodation.

The Board may remove a professional staff member from assigned duties for physical or mental inability to perform assigned duties in conformance with statute and consistent with the terms of the collective bargaining agreement with or without accommodation.

In the case of a professional staff member who, in the opinion of the Superintendent, is unable to function properly in this District by reason of physical or mental incapacity or disability, the professional staff member will be offered the opportunity for a hearing before the Board.

If a professional 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 professional staff member to submit to an appropriate examination by a physician designated and compensated by the Board.

Where the physician designated by the Board disagrees with the physician designated by the professional staff member, the two (2) physicians shall agree in good faith on a third impartial physician who shall examine the professional staff member and whose medical opinion shall be conclusive and binding on the issue of medical capacity to perform assigned duties with or without accommodation. The expenses of a third examination shall be borne by the Board.

If, as a result of such examination, the professional staff member is found to be unable to perform assigned duties, with or without accommodation, the professional staff member shall be placed on leave of absence until proof of recovery, satisfactory to the Board, is furnished or for a period not to exceed one (1) year. The period of leave is subject to extension by the Board on the basis of the recommendation of a physician, adhering to the procedure set forth above.

Should a professional staff member refuse to submit to the examination requested by the Board and the professional staff member has exercised all rights under the provisions hereinabove set forth, such refusal shall subject the professional staff member to disciplinary action.

Americans with Disabilities Act of 1990
42 U.S.C. 12101 et seq.
29 C.F.R., Part 1630

Adopted: 6/18/01
Revised: 3/12/15

The Port Washington-Saukville School District does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies: Director of Special Services, Port Washington-Saukville School District, 100 W. Monroe Street, Port Washington, WI 53074 - Duane.Woelfel@pwssd.k12.wi.us