

## UNREQUESTED LEAVES OF ABSENCE

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

The Board may place a support staff member on sick leave or suspend a support staff member for physical or mental disability to perform assigned duties in conformance with statute and consistent with any applicable terms of a collective bargaining agreement with or without accommodation.

In the case of a support staff member who, in the opinion of a supervisor, is unfit to work in this District by reason of physical or mental incapacity or disability, the support staff member will be offered the opportunity for a hearing before the Board.

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

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 with or without accommodation. 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 with or without accommodation, the staff member shall be placed on leave with such compensation to which the staff member 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.

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