

# District Policy & Regulations

## BOARD OF EDUCATION COLUMBUS SCHOOL DISTRICT

STAFF  
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### UNREQUESTED LEAVES OF ABSENCE

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

The Board may place a staff member on unrequested leave of absence 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 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 staff member will be offered the opportunity for a hearing before the Board.

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

Should a staff member refuse to submit to the examination requested by the Board and the staff member has exercised his/her rights under the provisions hereinabove set forth, such refusal shall subject the staff member to disciplinary action. Any staff member who violates this policy shall be subject to disciplinary action, up to and including termination.

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

Adopted: 08/27/98  
Revised: 02/08/07, 12/20/2011