

Employees with Debilitating Conditions

Board Policy: P-14
Adopted: April 5, 1993

I. General Policy Statement

The Board recognizes that employees who have debilitating conditions, including but not limited to, cancer, heart disease, HIV/AIDS and Hepatitis B may wish to work. The Haywood County School System also recognizes and supports their right to be treated with compassion and sensitivity. An employee's health condition is personal and confidential. State law exempts from public disclosure information contained in personnel and medical files when such a disclosure would constitute an unwarranted invasion of personal privacy.

II. Regulations

- A. Employees with a debilitating condition shall not be dismissed if they are "otherwise qualified" to meet acceptable performance standards with medical evidence indicating that their condition is not a threat to themselves or others.
- B. Public School Law 115C-323 gives the Board or the superintendent the authority to require any employee to take a physical examination when deemed necessary. Physician reports shall contain a recommendation of the employee's capability to meet acceptable job requirements. Such examinations shall be used to determine if an employee has any disease, physical or mental, which would cause them to not be "otherwise qualified" to perform job duties effectively. The Superintendent or a designee will consider the recommendations and make the final recommendation to the Board.
- C. Employees with debilitating conditions which cause them to not be "otherwise qualified" may have a change in job description, be terminated or have their contract non-renewed. When necessary, appropriate termination procedures shall be followed.