



<b>CHAPTER 2</b>  College Personnel – Personnel General	<b>SECTION NO.</b>  2.13
<b>REFERENCE</b>  2.13.19.10      Fitness Examination Following a Layoff or Leave	<i>Adopted: October 12, 2010</i>
	<i>Reviewed: September 14, 2010</i>
	<i>Revised:</i>

If there is any question concerning an employee's fitness to return to work following a layoff or a leave of absence in excess of thirty (30) days, the Board may require, at its expense (to the extent not covered by insurance) that the employee submit to an examination by a qualified and licensed physician or other medical doctor selected by the Board. The results of any such examination may be made available to the Board and the employee.

If the Board's physician or designated medical doctor concludes that the employee is not fit to perform the essential duties of the employee's position and the employee disagrees with such conclusion, then the employee may request a second opinion from another qualified and licensed physician or other medical doctor that is mutually agreed upon between the Board and the employee. The costs of such second opinion shall be split equally between the employee and the Board; to the extent such costs are not covered by insurance. Pending receipt of such second opinion, the employee will remain in an unpaid status, unless the employee is otherwise eligible for accumulated, unused sick leave. Nothing in this section shall be construed as a limitation on the Board's acknowledged right to require new hires to undergo complete physical exam as a term or condition of initial employment.

Employees covered by a collective bargaining agreement will have this policy administered consistent with their respective agreements.