

STAFF HEALTH

The Board may require an employee returning from a leave for health reasons to submit a certification of health from a physician. The employee will not be permitted to return to work if the physical condition would be a hindrance in the performance of assigned duties.

Employees who are injured while acting in the scope of their employment shall receive such compensation and expenses as are prescribed by the worker's compensation law of South Dakota. Such compensation shall be supplemented with an amount sufficient to maintain the employee's regular salary for a period not to exceed the accumulated sick leave reserve.

Worker's Compensation

In case of injury while pursuing duties in keeping with the employee's contract, the employee will receive compensation and expenses as prescribed by the worker's compensation law of South Dakota.

Any employee who receives an injury while at work should immediately report this injury to the superintendent's office and request the necessary forms to make application for payment under this law. Reporting is to take place within three (3) working days.

Policy Statement

Wall School District 51-5 recognizes chemical abuse and dependency and emotional problems as illnesses, which may interfere with an employee's performance.

Although the District's primary concern is job performance, it is recognized that employees experiencing chemical or emotional problems that interfere with job performance need aid in efforts toward recovery. It is intended that such problems be recognized and dealt with in a corrective manner. While treatment costs are the responsibility of the individual employee, the use of earned sick leave is to be granted for necessary treatment.

The underlying concept is regard for the employee as an individual as well as a productive employee.

Although inadequate job performance may place an employee's job security in jeopardy, the District's initial effort with regard to the aforementioned health problems will be directed towards recognition and treatment of such problems.

Recognition of Chemical/Emotional Problems by Administrator/Supervisor

It shall be the responsibility of the immediate supervisor to be alert to employee job performance, which is being affected by chemical or emotional problems. When such a problem is considered to exist, a conference between the supervisor and employee is to be arranged.

Follow-up

If job performance continues to be unsatisfactory, the supervisor shall again meet in conference with the employee to seek satisfactory resolution. If satisfactory job performance cannot be achieved, the supervisor shall review the situation with the superintendent regarding his/her suspension/dismissal proceeding.

The superintendent is responsible for the implementation of the program, which effectively achieves the goals of this policy.