



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