

should attempt to restore Professor Bucaro to the *status quo* of teaching the field instruction course with reduced in-class contact hours if possible, or provide an equivalent teaching assignment and have a *bona fide* reason for not restoring his former teaching assignments.

This court finds that through negligence, inadvertence, or an intentional act CSI removed part of the existing "reasonable accommodation" of a long time disabled person who was protected by the ADA. Accordingly, this court orders that the college immediately grant Professor Bucaro another "reasonable accommodation" due to his hearing disability that will enable him to remain as a full-time employee without creating an undue hardship on CSI or its employees forthwith. This may entail giving him another vacant or unassigned class to teach or having him supervise an independent reading course or some other type of constructive credit for the Fall 2007 semester in order that he may acquire a sufficient number of hours for the academic year to remain a full time professor.

Professor Bucaro is a protected individual under the ADA, who must be dealt with reasonably without displacing or firing other existing employees. Hereafter, CSI and Professor Bucaro need to agree on a "reasonable accommodation" in his teaching schedule consistent with his hearing disability so that he need not carry an overload of over 11 credits in the Spring 2008 semester.

Accordingly, it is hereby:

ORDERED, that the respondent employer CSI shall create in consultation with the petitioner, a "reasonable accommodation" for his teaching scheduled that will enable him not to carry an overload of courses beyond 11 credits in the Spring 2008 semester.

ENTER,

DATED: October 1, 2007



Joseph J. Maltese
Justice of the Supreme Court