

The Board of Education, in accordance with state law, requires all new employees as a condition of employment, to submit to a physical examination, including a test for tuberculosis, before entering employment. Depending upon the essential job functions, a new employee may be required to pass additional tests for strength, vision, manual dexterity, etc.

New teachers who have proof of an examination within the past 90 days do not require another physical examination or tuberculosis test for initial employment.

An employee may be exempt from the physical examination requirement for religious reasons if an affidavit has been filed with the Board claiming such exemption. The Board may, however, require a physical examination if there is reasonable cause to believe that such an employee is suffering from an illness detrimental to the health of students. No employee shall be discriminated against by reason of his/her filing of an affidavit.

Additional physical examinations may be required. The Board may require a health examination if there is reasonable cause to believe that such an employee is suffering from an illness detrimental to the health of students or other employees.

The Board shall pay for required physical examinations in accordance with provisions of current employee agreements or at a rate established by the Board. The Board may designate a physician or physicians to perform such examinations.

If an employee is absent from work more than five consecutive days, he or she may be asked to present a certificate of sound health before resuming work. Certificates of examination shall be maintained in the District Office, along with any recommendations from the employee's physician. Such files shall be treated as confidential medical records and shall only be available to those individuals specifically authorized by law.

### **Legal References:**

### **Cross References:**

**Adoption Date:** 1/18/2016