

Employees will be required to submit to a pre-employment physical examination after an offer of employment has been made and before the beginning of service. A written report of the physical examination shall be submitted to the district office. The district will provide the standard examination form to be completed by an appropriately licensed health care provider who performs the physical examination. The date by which any such physical examination report shall be submitted to the district shall be determined the superintendent, but in no case shall be any less than five (5) business days prior to the first working day.

Bus drivers will be examined using all applicable state and federal criteria at the beginning of employment and every two years thereafter.

Fitness-for-duty examinations may be required following an absence from work due to illness, if there is a reasonable belief that the employee is unable to perform the essential functions of the job or if there is a reasonable belief that the employee poses a direct threat to the employee or others because of a health condition. A direct threat occurs when an individual poses a significant risk of substantial harm to him/herself or others, and the risk cannot be reduced below the direct threat level through reasonable accommodations.

Employees whose physical or mental health, in the judgement of the administration, may be in doubt will submit to additional examinations to the extent job-related and consistent with business necessity, when requested to do so, at the expense of the school district.

All information regarding the medical condition or history of an employee must be kept in files separate from the employee's personnel records and treated as a confidential medical record subject to state and federal confidentiality laws.

If the cost of the physical examination is not covered by insurance, the employee will be reimbursed at a rate set by the board. This rate will be published in the employee handbook annually for each employee group.

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