

HEALTH EXAMINATIONS

The District requires, as a condition of employment, that all new regular full-time and regular part-time employees obtain a physical examination, including a tuberculin skin test. Freedom from tuberculosis in a communicable form is a condition of employment. If the employee's tuberculin skin test is positive, a chest X-ray shall be required. The Board shall pay the cost for any required physical examination, which shall be performed by the District's authorized provider.

The physician conducting the physical examination shall prepare a report of the examination on a legally acceptable form.. The physician shall use the report form to certify to the District that the person is free from tuberculosis in a communicable form. Subsequent physical examinations will be required at intervals determined by the School Board, consistent with state and federal laws.

Any employee may be required to have a physical examination prior to returning to work following an illness or injury and any employee may be required to have an examination upon reasonable suspicion that the employee is suffering from a condition affecting the performance of his/her duties.

An employee may request an exemption from the physical examination requirement for religious reasons by filing an affidavit with the Board stating that the employee depends exclusively upon prayer or spiritual means for healing in accordance with the teachings of a bona fide religious sect, denomination or organization and that the employee is to the best of the employee's knowledge and belief in good health and that the employee claims exemption from health examination on these grounds. If there is reasonable cause to believe that an employee who has requested an exemption is suffering from an illness detrimental to the health of the pupils, the school board may require a health examination sufficient to determine whether the employee is suffering from such an illness. The School Board shall not discriminate against any employee for filing an affidavit seeking an exemption from the physical requirement.

West Salem School District
Policy 523.1

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 treat such records as confidential medical records, in accordance with state and federal laws and regulations.

The School Board shall comply with the requirements of Wis. Stat. § 121.52(3) (a) by including in any contract with any owner or lessee of any privately owned motor vehicle transporting pupils for compensation provisions for the contractor to require physical examinations for all school bus drivers, as prescribed by Wis. Stat. § 121.52(3) (a).

LEGAL REF.: Americans with Disabilities Act of 1990,
As amended, 42.U.S.C. 12112(d) (3) (B) and (C)
Sections 103.15 Wisconsin Statutes
118.25
121.52(3) (a)

APPROVED IN PART: February 23, 1981

REVISED: December 6, 1994
March 26, 2012

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