

HEALTH EXAMINATIONS

No. 523.1
(A) 8-13-12
(R) 4-13-15

The District requires, as a condition of employment, that all new employees obtain a physical examination, a drug test and 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 and drug test, which shall be performed by the District's authorized physician. *If an employee chooses to go to his/her own personal physician, the employee will pay any additional fees above the cost of the school appointed physician.*

The physician conducting the physical examination and drug test shall prepare a report of the physical examination on a form prepared by the Department of Public Instruction (DPI) and available upon the DPI website. The district will provide the drug test reporting form to be used in conjunction with the DPI form by the examining physician. The physician shall use the reporting forms to certify to the District that the person is drug free and free from tuberculosis in a communicable form. Subsequent physical examinations and/or drug tests may be required at intervals determined by the School Board, consistent with state and federal laws and any applicable collective bargaining agreement provisions.

An employee may request an exemption from the physical examination requirement but not the drug test, 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.

The District shall maintain all physical examination records, drug test report and other medical records in a file separate from all other personnel 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 REFERENCE: Wis. Stat. § 118.25
Wis. Stat. § 121.52(3)(a)
Americans with Disabilities Act of 1990, as amended, 42 U.S.C.
12112(d)(3)(B) and (C)