

Policies of the Board of Education

Series 500: Personnel

STAFF PHYSICAL EXAMINATIONS

523.1

Upon initial employment, all employees of the school district shall have a physical examination, including tuberculin skin test and/or chest x-ray.

An employee may be exempt from the physical examination requirement for religious reasons if an affidavit has been filed with the Board of Education 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.

The Board shall pay costs for required physical examinations in accordance with state law.

Staff physical examination forms shall be maintained in a separate file from other personnel records, and shall be treated as confidential medical records. Only the following individuals shall have access to such information:

1. Supervisors or managers may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations.
2. First aid and safety personnel may be informed, when appropriate, if an employee has a disability which might require emergency treatment.
3. Governmental officials investigating compliance with the Americans with Disabilities Act shall be provided relevant information on request.

LEGAL REF.: Sections 103.15 Wisconsin statutes
118.25
121.52(3)
Americans with Disabilities Act of 1990

CROSS REF.: 511, Equal Opportunity Employment
Current Employee Agreements

Adopted: 5/11/92
Revised: March 1994

Waunakee Community School District