

SUBJECT: EMPLOYEE MEDICAL EXAMINATIONS

The School District may require a medical examination at any time during employment, at School District expense, in order to determine whether the employee can perform the essential functions of the position with or without reasonable accommodation or when such medical examination is otherwise job-related and consistent with business necessity. Post-offer, pre-employment examinations may be required at an individual's own expense, in accordance with legal parameters.

Examinations may also be required in accordance with Education Law Section 913.

All bus drivers and substitute bus drivers shall have yearly physical examinations. Each bus driver initially employed by the School District shall have a physical examination within the four (4) weeks prior to the beginning of service. In no case shall the interval between physical examinations exceed a thirteen-month period.

The decision of the physician designated by the Board/District will take precedence over all other medical advice.

All medical and health related information will be kept in accordance with the Americans with Disabilities Act and the Family Medical Leave Act (FMLA).

Education Law §§ 913 and 3624
8 NYCRR §156.3(2)
10 NYCRR Part 14
15 NYCRR Part 6

Adopted: 7/10/2001

Revised: 8/10/2004, 7/12/2005, 11/24/2009, 1/14/2020