

Miller Place Union Free School District
Miller Place, New York 11764
Board of Education Policy

9310

STAFF HEALTH

The Board of Education seeks to provide a healthful and safe working environment for the total school community. The Board employs individuals who have physical and mental capacity which will enable such employee to reasonably perform the duties required of the position, and to assure that all employees have a standard of health that will contribute to the safe, healthy and efficient performance of work.

Health Examinations

The Board requires that all job offers be conditioned upon a satisfactory medical evaluation.

Annual or more frequent examination(s) shall be required of any employee when, in the judgment of the Board of Education such procedure is appropriate in accordance with Section 913 of the Education Law, Section 72 of the Civil Service Law, or other relevant federal or State law, rule or regulation.

Failure to undergo a required medical exam is grounds for disqualification or dismissal.

The District will not discriminate against a qualified applicant or employee on the basis of disability. The only grounds for disqualification or dismissal is where the exclusionary criteria is job-related and consistent with business necessity, and performance of the essential job functions cannot be accomplished with reasonable accommodation.

Ref: Education Law §913
Civil Service Law §72
8 NYCRR §156.3(b) (3) (Bus Drivers)
42 USC § 12112
28 CFR §§ 25.140, 41.55, 42.513
29 CFR §§ 1630.13, 1630.14
34 CFR § 104.14

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