

POLICY

UNION COUNTY
EDUCATIONAL
SERVICES COMMISSION
SUPPORT STAFF MEMBERS

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Physical Examination
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4160 PHYSICAL EXAMINATION

The Board of Education requires each **candidate for employment who receives a conditional offer of employment to newly employed support staff member** undergo a physical examination(s) **to determine whether the candidate is able to perform with reasonable accommodation job-related functions pursuant to P.L. 101-336, Americans with Disabilities Act of 1990 (ADA).**

If upon completing an examination(s) it is determined a candidate for employment who received a conditional offer of employment is unable to perform with reasonable accommodation job-related functions pursuant to the provisions of the ADA, the conditional offer of employment will be rescinded either by the Superintendent of Schools, if the Board has not yet approved the appointment, or by the Board, if the Board had approved the appointment at a Board meeting.

The physical examination shall include, but is not limited to, a health history to include past serious illnesses and injuries; current health problems; allergies; and a record of immunizations. The physical examination shall also include a health screening to include, **but not limited to:** height and weight; blood pressure; pulse and respiratory rate; vision screening; **and** hearing screening; ~~and Mantoux test for tuberculosis.~~

~~A support staff member may provide health status information, including medications, which may be of value to medical personnel, in the event of an emergency requiring treatment. School employee physical examinations do not require screening or disclosure of HIV status. The staff member may also choose to share with the principal and, if desired, with the certified school nurse information regarding current health status to assure ready access in a medical emergency.~~

~~Candidates for employment will be required to undergo a physical examination to include a health history, health screening and medical evaluation. This pre-employment physical examination shall not be used to determine a candidate's disabilities. This examination shall be used only to determine whether the applicant is able to perform with reasonable accommodation job-related functions pursuant to P.L. 101-336, American with Disabilities Act of 1990.]~~

~~The Board of Directors will require testing for the usage of controlled dangerous substances as they are defined in N.J.S.A. 2C:35-2 as part of any physical examination which is required of any candidate for employment. This testing will be completed in accordance with New Jersey Department of Health and Department of Education guidelines.~~

~~The physical examinations required by this policy shall be limited to those assessments or information necessary to determine the individual's physical and mental fitness to perform with reasonable accommodation in the position he or she seeks or currently holds and to detect any health risks to pupils or other employees.~~

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Pursuant to N.J.S.A. 18A:16-3, the Board shall bear the cost of ~~p~~Physical examinations required by this ~~P~~policy ~~may be performed conducted~~ by a physician or institution designated by the Board. ~~or, However, the candidate shall bear the cost if the examination is performed at the employee's election,~~ by a physician or institution designated by the ~~candidate~~ employee and approved **with approval of** by the Board. ~~The cost of any such examination conducted by the physician or institution designated by the Board shall be borne by the Board. The cost of any such examination conducted by the physician or institution chosen by the employee and approved by the Board shall be borne by the employee.~~ **In the event the Board approves the physician or institution designated by the candidate to complete an examination required by this Policy, the candidate will be provided with the detailed requirements of the examination.**

School employee physicals, examinations, and/or annual medical updates do not require screening or disclosure of HIV status.

A Mantoux tuberculosis test shall be given to all student teachers, school bus drivers on contract with the district, and contractors or volunteers who have contact with students.

All staff members' medical and health records, including computerized records, will be secured, ~~and will be stored,~~ and maintained separately from other personnel files. The information contained in medical records will be kept confidential. Only the staff member, the Superintendent, and the school medical inspector shall have access to medical information regarding an individual employee. **Health records may be shared only with authorized individuals in accordance with N.J.S.A. 18A:16-5.** The staff member may provide health-status information, including medications that may be of value to medical personnel in the event of an emergency requiring treatment. **In such instances, the staff member may also choose to share** ~~section of the medical record that contains the health history may be shared~~ with the staff member's Building Principal and, **if desired, with the certified school nurse, information regarding current health status to assure ready access in a medical emergency with the consent of the staff member.**

Additional individual psychiatric or physical examinations of any staff member may be required by the Board whenever, in the judgment of the Board, a staff member shows evidence of deviation from normal physical or mental health. Any additional individual examinations will be pursuant to the requirements of N.J.A.C. 6A:32-6.3. Additional examinations and/or certifications may be required to verify fitness in accordance with Policy No. ~~43161~~ or disability in accordance with Policies Nos. ~~43425 and 43435.~~

42 U.S.C.A. 12101

N.J.S.A. 18A:16-2 et seq.

N.J.A.C. 6A:32-6.1; 6A:32-6.2; 6A:32-6.3

Adopted: January 11, 2007

Revised: