

1 Great Fall School District

2  
3 **PERSONNEL**

5130

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5 Staff Health

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7 Medical Examinations

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9 Through its overall safety program and various policies pertaining to school personnel, the Board  
10 shall promote the safety of employees during working hours and assist them in the maintenance  
11 of good health. It shall encourage all its employees to maintain optimum health through the  
12 practice of good health habits.

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14 Under the circumstances defined below, the Board may require physical examinations of its  
15 employees. Results of such physical examinations shall be maintained in separate medical files  
16 and not in the employee's personnel file and may be released only as permitted by law.

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18 Physical Examinations

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20 The District participates in a Pre-Placement Physical Program for all custodial, maintenance,  
21 grounds, craft, warehouse and food services personnel and other positions deemed inclusive of  
22 this policy as determined by specific Board action. Subsequent to a conditional offer of  
23 employment in a position for which the District may require participation in a pre-placement  
24 physical but before commencement of work, the District may require an applicant to have a  
25 medical examination and to meet any other health requirements which may be imposed by the  
26 state. The District may condition an offer of employment on the results of such examination, if  
27 all employees who received a conditional offer of employment in the applicable job category are  
28 subject to such examination. The report shall certify the employee's ability to perform the job-  
29 related functions of the position for which the employee is being considered. Such examination  
30 shall be used only to determine whether the applicant is able to perform with reasonable  
31 accommodation job-related functions.

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33 All bus drivers, whether full-time, regular part-time, or temporary part-time, are required by state  
34 law to have a satisfactory medical examination before employment.

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36 Communicable Diseases

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38 The term "communicable disease" refers to the diseases identified in [37.114.203, ARM](#),  
39 Reportable Diseases, with the exception of common colds and flu.

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41 If a staff member has a communicable disease, the staff member must notify their immediate  
42 Supervisor of the communicable disease which could be life threatening to an immune-  
43 comprised person. The immediate Supervisor must determine, after consultation with and on the  
44 advice of public health officials, if the immune-compromised person needs appropriate  
45 accommodation to protect their health and safety.

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1 An employee with a communicable disease shall not report to work during the period of time in  
2 which the employee is infectious. An employee afflicted with a communicable disease capable  
3 of being readily transmitted in the school setting (e.g., airborne transmission of tuberculosis)  
4 shall be encouraged to report the existence of the illness in case there are precautions that may be  
5 taken to protect the health of others. The District reserves the right to require a statement from  
6 the employee's primary care provider prior to the employee's return to work.

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8 Confidentiality

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10 In all instances, District personnel shall respect the individual's right to privacy and treat any  
11 medical diagnosis as confidential information. Any information obtained regarding the medical  
12 condition or history of any employee shall be collected and maintained on separate forms and in  
13 separate medical files and be treated as confidential information. Only those individuals with a  
14 legitimate need to know will be provided with necessary medical information.

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16 Supervisors and managers may be informed of the necessary restrictions on the work or duties of  
17 the employee and necessary accommodations. First aid and safety personnel may be informed,  
18 when appropriate, if the disability might require emergency treatment.

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20 Cross Reference:

21 Policy 2162 Section 504 of the Rehabilitation Act of 1973  
22 Policy 2162R Section 504 of the Rehabilitation Act of 1973  
23 Policy 5002 Accommodating Individuals with Disabilities  
24 Policy 5230 Prevention of Disease Transmission

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26 Legal Reference:

27 29 U.S.C. 794, et seq. Section 504 of the Rehabilitation Act  
28 29 CFR, Part 1630.14(c) Examination of Employees  
29 42 U.S.C. § 12101, et seq. Americans with Disabilities Act  
30 Title 49, Chapter 2, MCA Illegal Discrimination  
31 Title 49, Chapter 4, MCA Rights of Person with Disabilities  
32 37.114.203, ARM Reportable Diseases  
33 Admin. R. Mont. 37.114.1010 Employee of School: Day Care Facility Care Provider  
34 Admin. R. Mont. 37.111.825 Health Supervision and Maintenance

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36 Policy History:

37 Adopted on: July 1, 2000  
38 Revised on: August 23, 2010  
39 Revised on: March 26, 2018  
40 Revised on: September 12, 2022