

HEALTH EXAMINATION – PERSONNEL

I. Statement of Policy

The Board of Education (the Board) seeks to provide a healthful and safe working and learning environment for the total school community.

- A. Prospective employees of the Waterville Central School District (the District) are required to undergo physical examinations after a conditional offer of employment has been made and prior to employment in programs where such examination is a prerequisite.
- B. Examination of any employee may be required when, in the judgment of the District's physician and the District administration, such procedure is indicated in order to determine fitness for duty or other medical monitoring that is required by medical standards or by federal, state or local law; or to determine whether an employee is still able to perform the essential functions on their job.

II. Examination

- A. Employees shall have the option to elect either their personal physician or the school physician to perform the physical examination. The employee shall pay the cost of examinations performed by their personal physician.
- B. The physical examination shall include all of the requirements as specified on the official District physical examination form as approved by the Superintendent.
- C. Individuals who receive required physicals from personal physicians are required to authorize the physician to forward the completed physical examination form to the office of the Superintendent.
- D. The physical examination form once received by the District shall then become property of the District and the information contained within shall be held in confidence.
- E. Any subsequent follow-up physical examination, diagnostic test, and/or medical treatment received by an individual shall be at the expense of the individual so examined or treated.

III. Annual or Frequent Examinations

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- A. Annual or more frequent examinations of any employee may be required, when, in their judgment of the District physician and the Superintendent, such procedure is deemed necessary.
- B. The Board reserves the right to require an additional physical examinations at any time during employment in accordance with Education law 913 in order to determine the physical and mental capacity of an employee to perform their duties. In addition the Board reserves the right to request a Tine Test in the event of a Tuberculosis outbreak.

IV. Acceptance or Rejection of Examination

The final acceptance or rejection of a medical report with reference to the health of an employee lies within the discretion of the Board. The decisions of the physician designated by the Board as the determining physician shall take precedence over all other medical advice.

Waterville Central School District

Legal Ref: NYS Education Law §913; 8 N.Y.C.R.R. Section 156.3; Commissioner's Regulations of Motor Vehicles, §5.09-b; Americans with Disabilities Act (ADA)

Adopted: 01/14/80

Revised: 08/26/97, 11/10/98, 01/26/16, 12/09/25