



Book	Policy Manual
Section	1000 Administration
Title	Copy of PHYSICAL EXAMINATION
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1460 - **PHYSICAL EXAMINATION**

The Board ~~of Education~~ requires any candidate who has been offered employment for positions in which the employee will come in contact with children or prepare food, as a condition of employment, to submit to an examination, including a ~~test for~~ tuberculosis screening questionnaire, subject to further tests, in order to determine the physical capacity to perform assigned duties. Such examinations shall be done in accordance with ~~118.25 Wis. Stats.,~~ the District Administrator's guidelines and applicable laws. ~~, and/or the terms of the collective bargaining agreement.~~

~~The Board shall also require the candidate to submit to a test for controlled substances the results of which must indicate there is no evidence of non-prescribed drug use. Such examinations shall be done in accordance with the District Administrator's guidelines and/or the terms of the negotiated, collectively-bargained agreements and/or due process of law.~~

The Board shall also require the candidate to submit to a test for controlled substances the results of which must indicate there is no evidence of non-prescribed drug use. Such examinations shall be done in accordance with the District Administrator's guidelines and/or the terms of the negotiated, collectively-bargained agreements and/or due process of law.

Employees will be required to execute a release that complies with the requirements of the Health Insurance Portability and Accountability Act in order to allow the report of the medical examination to be released to the Board/District Administrator and to allow the District Administrator or his/her designee to speak to the health care provider who conducted the medical examination in order to get clarification (see Form 1460 F2).

Reports of all such examinations or evaluations shall be delivered to the District Administrator who shall protect their confidentiality. Reports will be discussed with the employee or candidate. In compliance with the Genetic Information Nondiscrimination Act (GINA) and Board Policy 1422.02 the successful candidate who is required to submit to a medical examination, as well as the health care provider that is designated by the Board to conduct the examination, are directed not to collect genetic information or provide any genetic information, including the candidate's family medical history, in the report of the medical examination.

Employees will be notified of the results of the medical examination upon receipt. Any and all reports of such examination will be maintained in a separate confidential personnel file in accordance with the Americans with Disabilities Act, as amended ("ADA") and the Genetic Information Nondiscrimination Act (GINA).

In the event of a report of a condition that could influence job performance of the District Administrator, the Board President ~~District Administrator~~ shall base a non-employment recommendation to the Board upon a conference with the examining physician and substantiation that the condition is directly correlated to defined job responsibilities and reasonable accommodation will not allow the employee or prospective employee to adequately fulfill those responsibilities. Freedom from tuberculosis in a communicable form is a condition of employment for positions in which the employee will come in contact with children or prepare food.

In the event of a report of a condition that could influence job performance of an administrator other than the District Administrator, the District Administrator shall base a non-employment recommendation to the Board upon a conference with the examining physician and substantiation that the condition is directly correlated to defined job responsibilities and

reasonable accommodation will not allow the employee or prospective employee to adequately fulfill those responsibilities.

Freedom from tuberculosis in a communicable form is a condition of employment.

The Board shall assume any fees for required examinations.

Revised 10/1/18

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Legal

- 118.25 (2)(a), Wis. Stats.
- 118.25, Wis. Stats.
- 42 U.S.C. 12101 et seq. Americans with Disabilities Act of 1990, as amended
- 121.52(b), Wis. Stats.
- 29 C.F.R., Part 1630
- 29 C.F.R. Part 1635
- 42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act

Last Modified by Nichole Schweitzer on December 13, 2018