

DE SOTO AREA SCHOOL DISTRICT

523.1

STAFF PHYSICAL EXAMINATIONS

All employees shall be examined by a licensed physician at the time of initial employment and thereafter at intervals determined by the Board of Education. The District may request further physical exam depending upon job description. The Board shall permit a new employee to submit proof of a physical examination, chest X-ray or tuberculin test taken within the past 90 days in lieu of requiring such examination, X-ray or test. Freedom from tuberculosis in a communicable form shall be a condition of employment.

An employee may be exempt from the physical examination requirement for religious reasons if an affidavit has been filed with the Board claiming such exemption. The Board may, however, require a physical examination if there is reasonable cause to believe that such an employee is suffering from an illness detrimental to the health of students. No employee shall be discriminated against by reason of his/her filing of an affidavit.

The physical examination shall be reported on a standard form prepared by the department of health and family services (DHFS) and the department of public instruction (DPI). A health certificate which includes a report of negative chest X-ray or tuberculin test shall be filed in the District Administrator's office. Staff physical examination forms shall be maintained in a separate file from other personnel records, and shall be made available only to those individuals specifically authorized by law.

The cost of the examination, including tuberculin test or chest X-ray shall be paid by District funds not to exceed the cost established by Gundersen Clinic Occupational Health Department for a pre-placement physical. Any additional costs are the responsibility of the employee.

LEGAL REF.: Sections 103.15 Wisconsin Statutes
118.25
121.52
Americans with Disabilities Act of 1990

CROSS REF.: DEA Agreement

APPROVED: February 24, 1997

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