

Revised: January 10, 2005
Revised: August 13, 2012
Revised: January 27, 2018
Revised: April 28, 2021

523.1

STAFF PHYSICAL EXAMINATIONS

The Evansville Community School District Board of Education requires evidence that prospective employees are of sound health, sufficient to perform the essential functions of their assignment, to make binding the offer of employment or the initial contract, as applicable with the District. The prospective employee will arrange for a pre-employment examination, through a medical provider determined by the District, the cost of which will be billed to the District. The designated provider must complete the necessary forms certifying that the individual is physically suitable for employment. Prospective employees must pass a physical examination, including a screening questionnaire for tuberculosis approved by the department of health services and, if indicated, a test to determine the presence or absence of tuberculosis in a communicable form.

An employee may be exempt from the physical examination requirement for religious reasons if an affidavit has been filed with the Evansville Community School District Board of Education 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 others or which impedes job performance. No employee shall be discriminated against by reason of having filing filed of an affidavit. The District shall pay for the required physical examinations in accordance with state law.

Staff physical examination forms shall be maintained in a separate file from other personnel records, and shall be treated as confidential medical records. Only the following individuals shall have access to such information:

1. Supervisors may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations.
2. First aid and safety personnel may be informed, when appropriate, if an employee has a disability, which might require emergency treatment.
3. Governmental officials investigating compliance with the Americans with Disabilities Act shall be provided relevant information on request.

Legal Ref.: Sections 103.15 Wisconsin Statutes (Restrictions on Use of HIV Test)
118.25 (Health Examinations)
Americans with Disabilities Act of 1990
Americans with Disabilities Amendments Act of 2008

Local Ref.: Policy #523.2 – Staff Communicable Diseases