523.1 STAFF PHYSICAL EXAMINATIONS

As a condition of employment, a physical examination, including a chest X-ray or tuberculin test, is required of all school employees, in accordance with state law. As per section 118.25 of the statutes, "employees" means a person employed by a school board who comes in contact with children or who handles or prepares food for children while they are under the supervision of school authorities. In the interest of employee wellness, all school employees are encouraged to have a physical examination at least once every five years.

All food handlers are required to have an examination annually. Additional tuberculin tests are required once every three years. Positive reactors shall have a chest x-ray once every five years. Reimbursement for such examinations and tests shall be at a rate established by the Board. Reimbursement procedures shall be established by the administration.

The district also reserves the right to require a health examination before an employee returns to work following illness, other leave, or at any time when the need for such examination may be indicated.

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.

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
118.25
121.52(3)
Americans with Disabilities Act of 1990

CROSS REF.: 523.2, Staff Communicable Diseases
WREA Agreement
AFL-CIO Local 1075 Agreement (Lunch, Custodians and Maintenance)
AFL-CIO Local 95 Agreement (Office and Professional Employees)
Substitute Teachers' Agreement

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