

## *Medical Examinations*

### **Authority**

In order to certify the fitness of employees to discharge efficiently the duties which they will be performing, with or without reasonable accommodations, and to protect the health of students from the transmission of communicable diseases, medical examinations of all employees will be required post-offer, prior to employment.

Furthermore, the Board reserves the right to require a special medical examination for any District employee as permitted by law.

### **Guidelines**

#### Preemployment Medical Examinations

After receiving an offer of employment, but prior to beginning employment, all candidates shall undergo a medical examination by a qualified physician, certified nurse practitioner, or physician's assistant as required by law. The candidate for employment shall bear the expense of their medical examination unless otherwise stipulated in an employment contract, collective bargaining agreement, or Board resolution.

Any offer of employment that an applicant receives from the District is contingent upon, among other things, satisfactory completion of this examination and a determination by the District that the applicant is capable of performing the essential functions of the position that has been offered, with or without a reasonable accommodation

An employee who does not have pre-employment medical examination completed prior to the start date of employment must have the pre-employment medical examination completed within thirty (30) calendar days of the start date or be subject to immediate dismissal at the recommendation of the Administration.

#### Post-employment Special Medical Examinations

As a condition of continued employment, employees may also be required to undergo periodic medical examinations by a District-approved physician. In such cases, the District shall receive a full medical report from the examining physician regarding the applicant's or employee's state of health. All District-required medical examinations of existing employees are paid in full by the District. If the employee chooses to have the examination performed by a physician, certified nurse practitioner, or physician's assistant of the employee's own choice, the examination shall be at the expense of the employee

The Board delegates the authority to direct a special medical examination to the Superintendent.

#### Medical Examination Records

All information obtained regarding the medical condition or history of an applicant or employee will be maintained in separate medical files and treated as confidential medical records. Supervisors or principals may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations, subject to other disclosures required by law.

This Policy is intended to be implemented and interpreted consistent with the requirements of the Americans with Disabilities Act of 1990.

Adopted: August 28, 1978  
Revised: July 1980  
Revised: June 27, 1994  
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