

## SCHOOL DISTRICT OF IOLA-SCANDINAVIA

523.1

### STAFF PHYSICAL EXAMINATIONS

All new employees of the School District of Iola-Scandinavia shall have a physical examination, including tuberculin skin test and/or chest x-ray, before reporting for duty. Additional physical examinations may be required at intervals established by the Board.

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 health 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 district shall pay for required physical examinations at a rate established by the Board or the current negotiated agreement.

Certificates of examination shall be maintained in the Administration Office, along with any recommendations from the employee's physician. Such files shall be treated as confidential medical records and shall only be available to those individuals specifically authorized by law.

Freedom from tuberculosis in a communicable form shall be a condition of employment.

LEGAL REF:           Americans with Disabilities Act of 1990  
                          Sections 103.15 Wisconsin Statutes  
                          118.25  
                          121.52(3)

CROSS REF:           I-SAA Contract

APPROVED:           May 14, 2001