

**SERIES 500
PERSONNEL**

523.1

STAFF PHYSICAL EXAMINATIONS

It is the policy of the Marshall Board of Education to require all new employees to present evidence of a physical examination, including a chest x-ray or tuberculin test. A school employee may submit proof of an examination, chest x-ray or tuberculin test taken within the past 90 days in lieu of the examination, chest x-ray or test requirement. Freedom from tuberculosis in a communicable form is a condition of employment. Employees may elect to receive a chest x-ray or tuberculin test result every five years.

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 and states that the employee, to the best of his/her knowledge and belief, is in good health. If, however, the Board has reasonable cause to believe that such an employee is suffering from an illness detrimental to the health of students, the Board may require a health examination sufficient to indicate whether or not the school employee is suffering from such an illness. No employee shall be discriminated against by reason of his/her filing of an affidavit.

The district shall assume the cost of such examinations in accordance with state law and the current employee agreement.

Certificates of examination shall be maintained in a separate file from other personnel records. They shall be treated as confidential medical records and shall only be available to those individuals specifically authorized by law.

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

Cross References: 453.3, Communicable Diseases
 511, Equal Employment Opportunities
 526, Personnel Records
 Marshall Public Schools Employee Handbook

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