

## STAFF PHYSICAL EXAMINATIONS

Upon original employment, all employees of the South Shore School District shall have a physical examination, including tuberculin skin test and/or chest x-ray.

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.

The district shall pay for required physical examinations in accordance with provisions of the current employee agreements.

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 that 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.:      South Shore Education Association (SSEA) Contract – Article IX, Section C  
   South Shore Education Association (SSEA) Non-Certified Contract – Article VII

APPROVED:              December 15, 1989

REVISED:                April 12, 1992