

523.1 STAFF PHYSICAL EXAMINATIONS

The Williams Bay School District Board of Education requires any candidate, as a condition of employment, to submit to an examination, including a tuberculosis screening questionnaire, subject to further tests, in order to determine the physical capacity to perform assigned duties. Such examinations shall be done in accordance with applicable State and Federal laws. The District will arrange for a pre-employment examination, through a medical provider determined by the District, the cost of which will be billed to the District. The designated provider must complete the necessary forms certifying that the individual is physically suitable for employment. Additionally, freedom from tuberculosis is a condition of continued employment for current employees.

An employee may be exempt from the physical examination requirement for religious reasons as provided by law if an affidavit has been filed with the Williams Bay School District Board of Education 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 others or which impedes job performance. No employee shall be discriminated against by reason of his/her filing of an affidavit.

The District shall pay costs for required physical examinations in accordance with state law.

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:

- Supervisors may be informed regarding any necessary restrictions on the work or duties of the employee and any necessary accommodations.
- First aid and safety personnel may be informed, when appropriate, if an employee requires emergency treatment and the employee's medical condition might be relevant to that treatment.
- Governmental officials investigating compliance with the Americans with Disabilities Act or other applicable laws shall be provided relevant information on request.

If the candidate has a disability protected by law, whether revealed through the required physical examination or otherwise, the District Administrator or designee will engage in the interactive process with the applicant and offer the applicant reasonable accommodations to the extent required by law.

LEGAL REFERENCE: Wisconsin Statutes, 103.15; 118.25; 121.25(3)

APPROVED: May 24, 2021

Williams Bay School District
Williams Bay, Wisconsin