

Richmond School District Policy Statement
Staff Physical Examinations

Policy #: 523.1

When there is reason to believe that an employee's health condition becomes detrimental to the health and safety of students or staff or interferes with the execution of the employee's responsibilities, the Richmond School District Board of Education may require the employee to undergo a medical examination to determine whether the employee can perform his or her job safely and effectively. The Board of Education, in consultation with the employee, medical experts, and/or other health officials, will determine whether the employee can perform the essential functions of the job, with or without reasonable accommodations, without posing a threat to the health and safety of others in the school.

Richmond School District employees shall have the results of a physical examination, including chest x-ray or tuberculin skin test on file in the district office before beginning employment and/or having contact with students.

The District shall pay the costs of the initial required physical examination and tuberculin skin test and/or chest x-ray. The cost of additional tests is the employee's responsibility.

An employee may be exempt from the physical examination required for religious reasons if an affidavit has been filed with the Board of Education in the district office setting forth (1) that the employee depends exclusively upon prayer or spiritual means for healing in accordance with the teachings of a bona fide religious sect, denomination, or organization; (2) that the employee is to the best of his or her knowledge and belief, in good health; and (3) that the employee claims exemption from the staff physical examination on these grounds. No employee shall be discriminated against by reason of his/her filing an affidavit.

Staff physical examination forms shall be maintained in a file separate from other personnel records and shall be treated as confidential medical records.

Legal References: 118.25 Wisconsin Statutes
 121.52 (3)

Adopted: 5/9/2011