

**SCHOOL DISTRICT OF PITTSVILLE  
BOARD POLICY**

**PERSONNEL**

**GENERAL PERSONNEL POLICIES  
STAFF HEALTH AND SAFETY**

**STAFF PHYSICAL EXAMINATION**

**523.1**

School District of Pittsville employees are responsible for obtaining all physical examinations that may be required under this policy and relevant law.

Upon initial employment by the School Board, District employees shall have a physical examination, including a standard tuberculin test or chest x-ray, as required by state law. Evidence that employees are of sound health, sufficient to perform the essential functions of the assignment, is necessary to make binding the offer of employment or the initial contract, as applicable with the District. Physical examinations, including tuberculin tests, shall not be required of any employee who files with the Board an affidavit setting forth that he/she depends exclusively upon prayer or spiritual means for healing in accordance with the teachings of a bona fide religious sect, denomination or organization and that the employee is to the best of the employee's knowledge and belief is in sound health and that the employee claims exemption from the physical examination on these grounds. No employee may be discriminated against by reason of filing such affidavit.

The District may also require a fit for duty physical and/or mental examination at the expense of the District where reasonable doubt arises in the minds of the District concerning the current health of the employee, and consistent with the limitations imposed by applicable state and federal law. Failure to comply with this request or failure to provide a doctor's certification of sufficiently sound health to perform duties assigned may result in discipline up to and including discharge/termination.

**Legal References:**

**Wisconsin State Statutes**

<i>Section 103.15</i>	<i>Restrictions on use of HIV test</i>
<i>Section 111.321</i>	<i>Prohibited bases on discrimination</i>
<i>Section 111.322</i>	<i>Discriminatory actions prohibited</i>
<i>Section 118.195</i>	<i>Discrimination against handicapped teachers prohibited</i>
<i>Section 118.25</i>	<i>Health examinations</i>
<i>Section 146.81-83</i>	<i>Health care records</i>
<i>Section 343.12(2)</i>	<i>Special authorization for school bus drivers</i>

**Federal Statutes**

*Americans with Disabilities Act of 1990*  
*Americans with Disabilities Amendments Act of 2008*

1<sup>st</sup> Reading: April 8, 2013  
2<sup>nd</sup> Reading & Adoption: May 13, 2013