

PHYSICAL EXAMINATION

The School Board or Superintendent reserves the right to require any employee to submit to an examination in order to determine the physical and/or mental capacity to perform essential functions of the job. Such examinations shall be done in accordance with the Superintendent's guidelines.

Reports of all such examinations or evaluations shall be delivered to the Superintendent, who shall protect their confidentiality. Reports will be discussed with the employee or candidate and made a part of an employee's personal record. In the event of a report of a condition that could influence job performance, the Superintendent shall base his/her recommendation to the Board upon a conference with a physician and substantiation that the condition is directly correlated to defined job responsibilities.

The Board requires that all support staff members undergo any required test, immunization, physical examination, etc. in accordance with state law or federal statute.

The Board is concerned for the safety of students being transported by Corporation vehicles as well as for those who could be harmed by their unsafe operation. Thus it requires that a physical examination be given every two years to all bus driver applicants and current drivers the Board employs or may contract for. Such examination shall be done in compliance with the Superintendent's guidelines. The Board shall pay the fees for routine examinations up to the limit established by the Board.