

**Personnel****General Personnel Policies****Staff Physical Examinations**

Upon initial employment and at intervals deemed appropriate 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 their 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 bonafide religious sect, denomination or organization and that the employee is to the best of the employee's knowledge and belief 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 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.

If, however, there is reasonable cause to believe that such employee is suffering from an illness detrimental to the health of the students, the Board may require a health examination of such employee sufficient to indicate whether or not such employee is suffering from such illness. No school employee may be discriminated against by reason of his/her filing of an affidavit.

The District shall pay the cost of the initial examination and the tuberculin tests for all school employees. A list of physicians who will perform physical examinations for a fee established by the Board shall be maintained by the administration.

**Legal Reference:**                    **Wisconsin Statute 103.15**  
   **Wisconsin Statute 111.321**  
   **Wisconsin Statute 111.322**  
   **Wisconsin Statute 118.195**  
   **Wisconsin Statute 118.25**  
   **Wisconsin Statute 146.81 – 146.84**  
   **Wisconsin Statute 343.12(2)**

**Policy Approved:**                    **August 19, 1987**

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