

STAFF HEALTH

I. Medical Examination of School Personnel

All newly employed school personnel shall be required to have a pre-employment medical examination by a licensed physician. The employee will be responsible for the cost of the medical examination.

A Mantoux test for tuberculosis is not required, unless ordered by a licensed physician. The district will be responsible for the cost of the Mantoux test.

Medical examinations may be conducted by the employee's own licensed physician. Medical examinations conducted within the last year will be accepted. If the employee has not had a physical examination within a year or does not have a physician, exams may be conducted through Occupational Health Services.

Any person who objects to all or part of any medical examination because of religious beliefs shall be exempt from said examination, except that no such exemption shall be granted if state or local authorities determine that such exemption would constitute a hazard to the health of persons exposed to the unexamined individual.

No new employee may begin work before having a medical examination.

II. Additional Examinations

The superintendent may require a medical and/or psychological examination of any employee if at any time there is reason to believe that the employee's physical or mental health may adversely impact the welfare of pupils or other employees. The cost of such examination will be borne by the school district.

The medical examination may include an immediate unannounced drug and/or alcohol test of the employee.

III. Responsibility

It is the responsibility of the building administrator of each school to ensure compliance of the above policy by working through the business administrator and reporting any violation to the superintendent of schools.

The business administrator will take such action as is required to implement this policy and to supervise the necessary record keeping, that documents the physician has medically cleared the employee for employment or continuing employment.

Legal References:

RSA 200:36, *Health and Sanitation; Medical Examination of School Personnel*

Adopted 2000

Revised 2013

Reviewed 2015

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