

## 4160 PHYSICAL EXAMINATION (M)

### **M**

The Board of Education requires that each support staff member who has received a conditional offer of employment in this district, full-time or part-time, submit to a physical examination that includes the member's health history, health screenings, and medical evaluation, in accordance with district regulations.

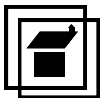
A support staff member may include in his/her health history such health status information, including medications, as may be of value to medical personnel, in the event of an emergency requiring treatment. School employee physicals, examinations and/or annual medical updates do not require screening or disclosure of HIV status. The member may also choose to share the same information with the Superintendent or designee and, if desired, with the certified school nurse to assure ready access in a medical emergency.

No pre-employment examination will be used to determine a candidate's disabilities.

The physical examinations required by this policy shall be limited to those assessments necessary to determine the support staff member's physical and mental fitness to perform with reasonable accommodation in the position he/she seeks or holds and to detect any health risks to pupils or other employees.

Physical examinations required by this policy may be conducted by a physician or institution designated by the Board or, at the employee's election, by a physician or institution designated by the employee and approved by the Board. The cost of any such examination conducted by the physician or institution designated by the Board shall be borne by the Board. The cost of any such examination conducted by the physician or institution chosen by the employee and approved by the Board shall be borne by the employee.

All records containing medical and health information about individual employees, including computerized records, will be secured and will be stored and maintained separately from other personnel files. The information contained in medical records will be kept confidential. Only the employee, the Superintendent, and the school medical inspector shall have access to medical information regarding an individual employee, except that a Superintendent or designee and school nurse so authorized by the employee may receive information about the employee's health history.



# POLICY

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## BRADLEY BEACH BOARD OF EDUCATION

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Additional examinations and/or certifications may be required to verify fitness in accordance with Policy No. 4161 or disability in accordance with Policy Nos. 4425 and 4435.

42 U.S.C.A. 12101

N.J.S.A. 18A:16-2 et seq.

N.J.A.C. 6:29-2.3; 6:29-7.1 et seq.

Adopted: 17 October 2000

