

3160 PHYSICAL EXAMINATION

All candidates for employment are required to undergo a physical examination that may include, but not be limited to, health history, health screenings, medical evaluation, and testing for controlled dangerous substances as defined by the criminal code. The preemployment physical examination shall be used only to determine whether the applicant is able to perform with reasonable accommodation job-related functions pursuant to P.L. 101-336, Americans with Disabilities Act of 1990.

Newly employed staff shall be required to undergo a physical examination which shall include, but not be limited to:

1. A health history completed by the individual or their physician which shall include:
  - a. Past serious illnesses and injuries;
  - b. Current health problems;
  - c. Allergies; and
  - d. Record of immunizations.
2. Health screenings including:
  - a. Height and weight;
  - b. Blood pressure;
  - c. Pulse and respiratory rate; and
  - d. Vision screening, hearing screening and Mantoux test for tuberculosis.
3. A medical evaluation which shall include but not be limited to a record of immunizations.

In accordance with NJAC 6:29-7.4(c) each district employee shall also submit annually an updated employee health history accompanied by an assurance statement certifying, over the member's signature, that the information supplied is true to the best of his or her knowledge. Any employee who refuses to submit an updated health history with a signed assurance statement shall, in accordance with administrative code, be required to undergo a physical examination which shall include, but not be limited to 1 and 3 above.

Individual employees may provide health status information, including medications, which may be of value to medical personnel in the event of an emergency requiring treatment. In such instances, an employee may also choose to share with the Building Principal and, if desired, with the certified school nurse, information regarding current health status to assure ready access in a medical emergency.

Any examinations or assurances required or permitted by N.J.S.A. 18A:16-2 or N.J.A.C.: Title 6, Chapter 29, Subchapter 7, shall be limited to those assessments or information necessary to determine the individual's physical and mental fitness to perform with reasonable accommodation, in the position which he or she seeks or currently holds, and to detect any health risks to students and other employees.

Additional individual psychiatric or physical examinations of any employee may be required by the Board of Education whenever, in the judgement of the Board, an employee shows evidence of deviation from normal physical or mental health. When the Board requires an employee to undergo such an individual examination:

1. The Board must provide the employee with a written statement of reasons for the required additional examination. The Board, if requested, shall provide the employee with a hearing.
2. The determination of such a hearing shall be appealable to the Commissioner of Education pursuant to N.J.S.A. 18A: 6-9 and N.J.A.C. 6:24.

All employee medical records for the district, including computerized records, shall be secured, and shall be stored and maintained separately from other personnel files. Only the employee, the Chief School Administrator and the school medical inspector, shall have access to the medical information in that individual's file. The section of the medical record which contains the health history may be shared with the Building Principal and the school nurse with the consent of the employee as provided for above.

The cost for any examination required by this policy and made by a physician or institution designated by the Board of Education shall be borne by the Board of Education. If, however, the examination is performed by a physician or institution designated by the employee, with the prior approval of the Board of Education, the cost shall be borne by the employee.

42 U.S.C.A. 12101  
N.J.S.A. 18A:16-2 et seq.  
N.J.A.C. 6A:32-6.1; 6A:32-6.2; 6A:32-6.3