

PERSONNEL

GENERAL PERSONNEL - PHYSICAL EXAMINATIONS

New employees shall furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease, including tuberculosis. Employment in the District is contingent upon satisfactory results of a physical examination and a tuberculin skin test and, if appropriate, an x-ray. All costs for new employee physical examinations are to be paid by the employee.

All physical fitness examinations and tests for tuberculosis shall be performed by a physician licensed in Illinois, or any other state, to practice medicine and surgery in all its branches. The physical examination and the tuberculin tests shall have been taken by the employee no more than ninety (90) days prior to the employee's submitting evidence of same to the School Board.

As the School Board deems necessary and appropriate, the School Board may from time to time require an additional examination of any employee by a physician licensed in Illinois to practice medicine and surgery in all its branches. The physician shall be chosen by the School Board. The School Board shall pay the expenses of any such examination. The failure of an employee to participate in a reasonable medical examination upon request shall be considered an act of insubordination.

LEG. REF.: Americans With Disabilities Act, 42 U.S.C. § 12112, 29 C.F.R. Part 1630;
Illinois School Code, Sec. 24-5 (105 ILCS 5/24-5).

Adopted: March 10, 1983
Revised: June 13, 1996
Revised: March 12, 1998
Revised: November 13, 2003