

## EMPLOYEE PHYSICAL EXAMINATION REQUIREMENT

The Agency requires, as a condition of employment, that all new employees working with students obtain a physical examination, including a tuberculin skin test or submit proof of examination in the past ninety (90) days of their date of employment per Section 118.25 Wis. Stats. Freedom from tuberculosis in a communicable form is a condition of employment. If the employee's tuberculin skin test is positive, a chest X-ray shall be required.

The Board will pay for usual and customary fees for a routine employment physical examination including a tuberculin test and/or chest x-ray.

The physician conducting the physical examination shall prepare a report of the examination on a form prepared by the Department of Public Instruction (DPI) and available upon the DPI website. The physician shall use the report form to certify to the Agency that the person is free from tuberculosis in a communicable form. Subsequent physical examinations will be required at intervals determined by the Board of Control, consistent with state and federal laws.

An employee may request an exemption from the physical examination requirement for religious reasons by filing an affidavit with the Board stating that the employee depends exclusively upon prayer or spiritual means for healing in accordance with the teachings of a bona fide religious sect, denomination or organization and that the employee is to the best of the employee's knowledge and belief in good health and that the employee claims exemption from health examination on these grounds. If there is reasonable cause to believe that an employee who has requested an exemption is suffering from an illness detrimental to the health of the pupils, the Board of Control may require a health examination sufficient to determine whether the employee is suffering from such an illness. The Board of Control shall not discriminate against any employee for filing an affidavit seeking an exemption from the physical requirement.

The Agency shall maintain all physical examination records and other medical records in a file separate from all other personnel records, and shall treat such records as confidential medical records, in accordance with state and federal laws and regulations.

The Board of Control shall comply with the requirements of Wis. Stat. § 121.52(3)(a) by including in any contract with any owner or lessee of any privately owned motor vehicle transporting pupils for compensation provisions for the contractor to require physical examinations for all school bus drivers, as prescribed by Wis. Stat. § 121.52(3)(a).

Legal Reference: Wis. Statute 118.25  
Wis. Stat. § 121.52(3)(a)  
Americans with Disabilities Act of 1990,  
as amended, 42 U.S.C. 12112(d)(3)(B) and (C)

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