

Staff Health
(And Physical and Mental Health Examination Requirements)

Through its overall safety program and various policies pertaining to school personnel, the Board shall seek to insure the safety of employees during working hours and assist them in the maintenance of good health. It shall encourage all its employees to maintain good health and practice good health habits.

Under the following circumstances, the Board may require physical examinations of its employees. The district shall pay for all such physical examinations. Results of such physical examinations shall be maintained in separate medical files and not in the employee's personnel file and may be released only in limited circumstances.

Routine Physical Examinations and Security Check

All new employees as a condition of employment shall present a completed physical examination form from a physician prior to assuming their duties and/or receiving pay. A 30-day grace period may be allowed if approved by personnel services.

All bus drivers, including full-time, regular part-time or temporary part-time drivers shall be required to have an annual physical examination to obtain an operator's permit.
All employees must submit to a security check.

Special Examination

The Board recognizes that an individual's medical diagnosis is privileged information between the patient and medical professionals. However, whenever a staff member's medical condition is such that it interferes with his ability to perform his duties or there is a risk to the health and safety of others, the district has a responsibility to take necessary steps to evaluate the employee's condition and make appropriate employment decisions.

The Board may request physical examinations and/or mental health examinations of any employee at any time to determine if the employee has a physical and/or mental condition, disease or illness which may interfere with his ability to perform his duties or which may pose a significant risk to the health, safety or welfare of the employee or others. The school district shall select the medical professional to conduct such examination.

Communicable Diseases

An employee with an acute, common communicable disease shall not report to work during the period of time in which he is contagious/infectious. The district reserves the right to require a physician's statement prior to the employee's return to work.

Any employee who becomes aware that he has a long-term, communicable disease, which although life-threatening poses little risk of transmission in a school setting, is encouraged to report to a designated school administrator that he is afflicted with the disease. The administrator shall follow the procedures accompanying this policy to evaluate the employment status of the staff member.

To encourage disclosure, the school district shall endeavor to treat these employees in a fair, nondiscriminatory and confidential manner consistent with the district's legal obligations. Federal and state law mandate, pursuant to provisions protecting handicapped individuals, that such employees shall not be discriminated against on the basis of their handicaps and that, if it becomes necessary, some reasonable accommodations be made to enable qualified individuals to continue work.

The procedures to evaluate employment status for medical reasons also shall be used when a school official has reasonable cause to believe that an employee is affected by R life-threatening communicable disease.

Confidentiality

In all instances, district personnel shall respect the individual's right to privacy and treat any medical diagnosis as confidential information. Special precautions should be taken to protect information regarding an employee's health condition in order to prevent instances of disclosure that may invade the personal privacy of the employee.

Adopted: 8/20/92

Revised: 3/12/98

LEGAL REFS: 29 U.S.C. §794 (1983) (Section 504 of the Rehabilitation Act)
42 U.S.C. §1201 *et seq.* (Americans with Disabilities Act)
C.R.S. 8-2-118
C.R.S. 22-32-110 (1)(k)
C.R.S. 22-63-301
C.R.S. 24-34-401 *et seq.*
C.R.S. 25-4-101 *et seq.*
1 CCR 301-26, Rules 4204-R-210

CROSS REFS.: [ACE](#), Nondiscrimination on the Basis of Handicap/Disability (Compliance with Section 504)
ESBA, Prevention of Disease/infection Transmission
[GBA](#), Open Hiring/Equal Employment Opportunity and Affirmative Action
[GBJ](#), Personnel Records and Files
[GCBDA](#), Instructional Staff/Administrative Staff Sick Leave
[GCQF](#), Discipline, Suspension and Dismissal of Professional Staff Members
GDCA, Support Staff Sick Leave
[GDQD](#), Discipline, Suspension and Dismissal of Support Staff Members