



REGULATION

Section: TEACHING STAFF MEMBERS
Regulation 3160: Physical Examination (M)

Dated Created: Feb17

3160 PHYSICAL EXAMINATION (M)

A. Definitions

1. ~~“Employee assurance statement” means a statement signed by the employee certifying that information supplied by the employee is true to the best of the employee’s knowledge.~~
12. “Employee” or “staff member” means the holder of any full-time or part-time position of employment.
23. “Health history” means the record of a person’s past health events obtained in writing, completed by the individual or their physician.
34. “Health screening” means the **use of testing of people, using** one or more diagnostic tools, to **test a person for determine** the presence or precursors of a particular disease.
45. “Physical examination” means the assessment of an individual’s health **by a professional licensed to practice medicine or osteopathy, or by an advanced practice nurse or physician assistant.**
5. **“Physician assistant” means a health care professional licensed to practice medicine with physician supervision.**

B. Physical Examinations – **Candidates for Employment Who Have Received a Conditional Offer of Employment**

1. ~~Each~~ **Candidates for employment who have received a conditional offer of employment** shall be required to undergo a physical examination. The physical examination shall include, but is not limited to, a health history; **and health screening to determine whether the candidate is able to perform with reasonable accommodation job-related functions pursuant to P.L. 101-336, Americans with Disabilities Act of 1990 (ADA).** The candidate for

employment will be provided the Board's requirements for the physical examination.

a1. A health history shall include, but is not limited to, the candidate's employee's:

- (1) Past serious illnesses and injuries;**
- (2) Current health problems;**
- (3) Allergies; and**
- (4) A record of immunizations.**

b2. A health screening shall include, but is not limited to:

- (1) Height;**
- (2) Weight;**
- (3) Pulse and respiratory rate;**
- (4) Hearing screening;**
- (5) Blood pressure; and**
- (6) Vision screening**

C. Medical Requirements Upon Employment

1. A Mantoux tuberculosis test shall be given upon employment of all newly hired staff members (full-time and part-time), and to all student teachers, school bus drivers on contract with the district, and to contractors or volunteers who have contact with students. Tuberculosis testing is not required for volunteers working with students less than twenty hours per month.

a. Staff members, student teachers, contractors or volunteers who have contact with students and claim a religious exemption cannot be compelled to submit to tuberculosis testing. In these instances, a symptom assessment must be done (TB-8 Form). If TB-like symptoms are reported, a physician must document that the staff member, student teacher, contractor, or volunteer does not have an active disease.

(1) The school district shall determine the criteria essential to document a valid religious exemption.

b. Procedures for the administration of the Mantoux tuberculosis test, interpretation of reactions, follow-up procedures, and reporting shall be conducted in accordance with the guidelines and requirements issued by

~~of the New Jersey State Department of Health and titled School Tuberculin Testing in New Jersey.~~

- c. If the results of the Mantoux test so indicate, the employee shall be referred for a chest X-ray and medical evaluation to determine the presence of tuberculosis at the employee's expense. The employee shall submit the report of the X-ray and evaluation to the school medical inspector. If the school medical inspector does not receive the report within four weeks of the referral or is unwilling to accept the findings of the report, he/she may direct the employee to submit to a chest X-ray examination at Board expense, the results of which will be reported directly to the school medical inspector.

25. **An individual** teaching staff member may provide health-status information, including medications, **that** may be of value to medical personnel in the event of an emergency requiring treatment. **In such instances, t**~~The~~ **teaching** staff member may also choose to share with the Principal and, if desired, with the certified school nurse, information regarding current health status to assure ready access in a medical emergency.

~~DC.~~ Health Records

1. All **health records of candidates for employment who have received a conditional offer of employment and of current** employees, including computerized records, shall be secured, stored, and maintained separately from other personnel files.
2. **Health records may be shared only with authorized individuals in accordance with N.J.S.A. 18A:16-5.**

~~ED.~~ Employees' Physical Examination and Medical Updates

1. School employee physicals, examinations, and/or annual medical updates shall not require disclosure of HIV status.

~~FE.~~ **Comprehensive Fitness for Duty Examination of Candidates for Employment Who Have Received a Conditional Offer of Employment**

1. Candidates for employment **who have received a conditional offer of employment** will **also** be required to undergo a **comprehensive fitness for duty** physical examination ~~to include a health history, health screening and medical evaluation by a school district approved physician or institution at the Candidate's Board's expense.~~
 - a. This pre-employment physical examination shall not be used to determine a candidate's disabilities; and

