

**Policy**

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**EMPLOYEE HEALTH**

**Examinations**

When a candidate has been given a conditional offer of employment, he/she shall be required to submit to a medical evaluation and a physical examination. This physical examination may include testing for controlled dangerous substances as they are defined in the criminal code. Elements of the examination of newly employed staff shall include but not be limited to those physical exam elements listed in administrative code. Employees may be required to undergo an annual physical examination.

The results of all required employee medical examinations shall be made known to the superintendent on a confidential basis, discussed with the employee, and made a part of his/her confidential medical record. In the event of an unsatisfactory report, the superintendent shall base any recommendation to the board for further examination upon a conference with the district medical inspector. The board shall assume the fee for all required examinations made by the school medical inspector, but an employee may, at his/her own expense, be examined by a physician of his/her choice.

Records and reports of examinations shall be filed with the district medical inspector as confidential information but shall be available to and reported to appropriate health agencies as required by law.

The board may also require a physical or mental examination of any staff member at any time, whenever, in the judgment of the board, the employee shows evidence of deviation from normal physical or mental health. A written account of the reasons for the recommendation shall be sent to the employee.

In the event an employee of the board has been determined to have a mental abnormality or communicable disease or exhibits symptoms of substance abuse and, if in the opinion of the district medical inspector such condition makes the employee unfit for continued employment, the board may remove the employee from further service as provided by law or grant leave as provided by law during the period of unfitness. An employee determined to be unfit must provide the board with satisfactory proof of recovery before reinstatement will be allowed.

In order to protect the students and staff in the district schools, all regulations of the State Department of Education, the State Department of Health and the local board of health shall be scrupulously observed, particularly those dealing with contagious/infectious diseases. Staff who have been identified as having a communicable disease shall not be permitted continued employment unless they qualify under the above agencies' rules pertaining to periods of incubation, communicability, quarantine and reporting.

When required examinations are performed by a physician designated by the board, the board shall bear the expense. Should an employee prefer to see his/her own physician, with board approval, the employee shall bear the expense.

**Occupational Containment of Bloodborne Pathogens**

The board is committed to provide a safe and healthful work environment for staff. In pursuit of this endeavor, an Exposure Control Plan (ECP) shall be provided to eliminate or minimize occupational exposure to bloodborne pathogens in accordance with federal regulations.

**EMPLOYEE HEALTH** (continued)

The ECP is a key document to assist the district in implementing and ensuring compliance with the OSHA bloodborne pathogens standard, thereby protecting employees. This ECP includes:

- A. Identification of tasks, procedures and job classifications where occupational exposure to blood occurs;
- B. Procedures for evaluating the circumstances surrounding an exposure incident; and
- C. The schedule and method for implementing the specific sections of the standard, including:
  1. Methods of compliance;
  2. Hepatitis B vaccination;
  3. Post-exposure evaluation and follow-up;
  4. Hazard communication requirements;
  5. Effective employee training;
  6. Recordkeeping.

The ECP shall be reviewed annually to ensure that it reflects use of the most current medical technology.

**Implementation and Dissemination**

The superintendent in consultation with the district medical inspector shall prepare regulations to implement this policy in compliance with law and code. All employees shall receive this policy and be made aware of all requirements for health examinations.

Adopted: March 13, 2008  
 NJSBA Review/Update: March 2013  
 Readopted: October 17, 2013

**Key Words**

Physical Examinations, Health Examinations, Employee Physicals, Nondiscrimination, Psychological Examinations, Bloodborne Pathogens

**See Regulation Manual:**

AR-1 Voluntary Mantoux Testing Procedure for Staff

<p><b><u>Legal References:</u></b> <u>N.J.S.A. 2C:35-1 et seq.</u>  <u>N.J.S.A. 18A:16-2</u>  <u>N.J.S.A. 18A:16-3</u>  <u>N.J.S.A. 18A:16-4</u>  <u>N.J.S.A. 18A:16-5</u>  <u>N.J.S.A. 18A:40-10</u>  <u>N.J.S.A. 18A:66-39</u>  <u>N.J.S.A. 26:4-1</u>  <u>N.J.S.A. 26:4-6</u>  <u>N.J.S.A. 26:4-15</u>  <u>N.J.S.A. 26:5c-1 et seq.</u>  <u>N.J.A.C. 6A:16-1.4 et seq.</u>  <u>N.J.A.C. 6A:16-2.1</u>  <u>N.J.A.C. 6A:32-6.1 et seq.</u>  <u>N.J.A.C. 8:61-1.1 et seq.</u></p>	<p><b><u>Comprehensive Drug Reform Act of 1987</u></b>          Physical examinations; requirement          Character of examinations          Sick leave; dismissal          Records of examinations          Exclusion of teachers and students exposed to disease          Disability retirement          "Communicable disease" defined          Prohibiting attendance of teachers or students          Reporting of communicable diseases by physicians  <b><u>AIDS Assistance Act</u></b>          District policies and procedures          Health services policy and procedure requirements          School Employee Physical Examinations          Participation and Attendance at School by Individuals          with HIV Infection</p>
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EMPLOYEE HEALTH (continued)

File Code: 4112.4/4212.4

N.J.A.C. 12:100-4.2

Safety and Health Standards for Public Employees  
(Adoption by reference)

42 U.S.C.A. 12101 et seq. - Americans with Disabilities Act (ADA)

29 CFR 1910.1030 - Bloodborne Pathogens Standard

School Board of Nassau County v. Arline, 480 U.S. 273 (1987)

Elizabeth v. Elizabeth Fire Officers Association, 10 NJPER 15022

HIV Policy and Practice: Regulatory Requirements for New Jersey Public Schools,  
SDOE Division of Student Services, Sept. 1996, Doc. #P101400-31

**Possible**

**Cross References:** \*4111 Recruitment, selection and hiring  
\*4112.6/4212.6 Personnel records  
4117.50 Standards for staff discipline  
4117.52 Dismissal/suspension  
\*4119.23/4219.23 Employee substance abuse  
4150/4250 Leaves  
\*4211 Recruitment, selection and hiring

\*Indicates policy is included in the Critical Policy Reference Manual.