



Policy 5235 – Health Examinations

The District has a legal obligation to protect the morals, health, and safety of the District's students and personnel, and in furtherance of such has an obligation to prohibit the presence of and provide for the removal of individuals whose presence is detrimental to the morals, health, safety, academic/learning environment, or discipline of pupils. The District further has a legal obligation to assure that professional teaching personnel are free from contagious disease.

Should a situation arise in which the Superintendent or designee has reasonable and articulable grounds to believe that any school employee, certificated or non-certificated, is suffering from a physical or mental illness that:

1. Prevents or impairs the ability of the employee to perform his or her duties; or
2. Poses a risk and/or is detrimental to the health, welfare, or safety of students; or
3. Poses a risk and/or is detrimental to the health, welfare, or safety of other employees; or
4. Falls within the requirements of Section 33-1202(3), Idaho Code, for certificate holders to be free from contagious diseases that may pose a health or safety risk to students or other employees.

the Superintendent or designee may require the employee to obtain a physical or mental examination and provide a written medical certificate clearing the employee for work. The Superintendent or designee may place the employee on paid leave, consistent with District policy and applicable law, until the examination has been completed and medical clearance has been received. Medical clearance must be submitted to the Superintendent or designee.

If such an examination is required:

1. The examination shall be at the cost of the District;
2. The information obtained by the District as a result of the examination shall remain confidential and disclosed only to individuals with a legitimate need to know;
3. The employee shall not suffer any loss of compensation during the period of absence associated with the required examination.

Legal References:

Legal References	Description
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Preston School District #201
Section 5000 - Personnel

Legal References	Description
IC § 33-1202	Teachers - Eligibility for Certificate
IC § 33-512	District Trustees - Governance of Schools

Adopted:

Revised:

Reviewed: