

## HEALTH EXAMINATIONS FOR EMPLOYEES POLICY REGULATION

### #4212.4: Health Examination Regulation

#### I. Initial Hiring or Returning from Leaves of Absence: All Certified and Non-Certified Staff

Upon initial hiring, all certified and non-certified employees shall be screened for tuberculosis, have their immunizations reviewed and be screened for physical capability when applicable. This examination shall be provided by the school district in conjunction with the Westport/Weston Health District. Vaccines and immunizations that are not complete are required to be updated and shall be made available through the Health District.

These screenings and/or examinations are a condition of employment. Verification of completion must be provided at the superintendent's office in a timely manner prior to the commencement of employment with the Weston Public Schools. In the event that a tuberculosis test is positive, the employee must have licensed physician submit a statement that the employee is free from communicable tuberculosis.

#### II. Examinations for Food Service Workers

Food service workers shall undergo tuberculosis screening annually. This screening shall be provided by the school district. Hepatitis A vaccine is recommended and will be made available through the Westport/Weston Health District.

#### III. Ongoing Employees

Ongoing employees shall undergo a tuberculosis screening provided by the district every three years. Standard adult immunizations are required to be updated as needed and shall be available from the Health District.

#### IV. Superintendent May Require Examinations

The Superintendent may require a physical or psychological examination, by a licensed physician, of any certified or non-certified employee whenever the Superintendent has grounds to believe that the performance of the employee is adversely affected and may involve illness of any kind. The cost of the examination shall be borne by the school district.

4212.4(a)

All exams shall be conducted in the manner consistent with state and federal law, including the Americans with Disabilities Act.

V. Examination Results

Results of all health examinations will only be released to the employee, his/her family physician and the school physician. All records will be kept in the Central Office. When the protection of an employee's health or that of the pupils' requires employee absence or some other adjustment, the school system's medical advisor acting in consultation with the employee's physician shall indicate to the superintendent the necessary action.

VI. Exceptions

Exceptions shall exist for employees who for religious reasons do not receive immunizations or other treatments as is required by law. Such employees shall provide verification of their religious affiliation.

Regulation: Revised June 21, 1999

WESTON PUBLIC SCHOOLS  
Weston, Connecticut