



## 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 ~~where 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 ~~and that such 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 ~~his or her~~ designee may require the employee to ~~secure obtain~~ a physical or mental examination and ~~obtain provide~~ a written medical certificate clearing the employee for work. ~~to be submitted to the Superintendent and The Superintendent or designee may put such place the employee on a period of paid leave, pursuant to consistent with District policy and applicable law, State statutory leave requirements, until such time as the examination has been completed and medical clearance has been received. Medical clearance must be submitted to the Superintendent or designee. and clearance to return to work has been obtained.~~

~~If such an examination is required:—Should such a request be made:~~

1. The ~~requested~~ 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; employees in a position to require knowledge; and~~
3. The employee shall not suffer any loss of compensation during the period of absence associated with the ~~requested-required~~ examination.

Legal References:



**Preston School District #201**  
**Section 5000 - Personnel**

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

Adopted:

Revised:

Reviewed: