

# BOARD POLICY

GBRA

## PERSONNEL MEDICAL EXAMINATION OF EMPLOYEES

MAY 20, 2024

The Superintendent or his/her designee may require an employee to submit to a medical examination when:

- Required or permitted by federal or state law.
- Required or permitted by the employee's contract of employment or collective bargaining agreement and permitted by federal or state law.
- Information suggests that a health condition may be negatively affecting the employee's ability to perform the essential functions of his or her job.
- Information suggests that the employee has a health condition which may endanger the health of students, the employee or other employees.
- An employee has provided medical documentation as the basis for a health leave or in return from a health leave and the School District believes that a second medical opinion is appropriate.

When the Superintendent or designee has required an employee to submit to a medical examination, all costs will be borne by the School District. The employee will be required to sign releases authorizing his or her physicians to release related information to the School District's physician. The physician of the District's choosing will submit a copy of the report of the examination directly to the Superintendent or his/her designee.

CROSS REF.: Master Agreements: LEA, LEADS, SEALS, AFSCME, LSA, LPA  
LEGAL REF.: 42 USC 12101 *et seq.*; MCLA, 37.1101 *et seq.*