

BOARD POLICY 523.1

523.1 - Staff Physical Examinations

All employees of the School District of Fort Atkinson shall be free from tuberculosis (Wisconsin Statute 118.25[2]), be free from the use of controlled substances (drugs/alcohol), and demonstrate the ability to perform essential job functions based on the physical requirements in the employee's job description or as determined by the employee's supervisor. The District has the right to determine whether or not an employee is using a controlling substance. The District assumes financial responsibility for the cost of any required employment-related physical or tests.

A. New Employees

Within two weeks of the initial offer of employment, the potential employee, as a condition of employment, shall submit evidence that he/she can: a) perform essential job functions; b) is free from tuberculosis; and c) is free from the use of illegal drugs. Failure to provide such evidence to the District within two weeks of the employment offer shall nullify the initial offer of employment.

B. Employees

The District reserves the right to require a physical examination or test of an employee at any time. Failure to provide proof of freedom from tuberculosis, controlled substances, or the ability to perform essential job functions may lead to disciplinary action up to and including dismissal from one's job.

The School District of Fort Atkinson does not discriminate in employment on any basis protected by federal, state or local laws.

Legal Ref.: Chapter 161, Wisconsin Statutes
Sections 103.15, 118.25, 121.52(2)(3), 125.09(2), Wisconsin Statutes

Approved: January 15, 1998