

PHYSICAL AND OR MENTAL EXAMINATION

The Board or Superintendent reserves the right to require any employee or candidate (after a conditional offer of employment) to submit to an examination in order to determine the physical and/or mental capacity to perform assigned duties. Such examinations shall be done in accordance with the Superintendent's, or his/her designee's, guidelines and/or the terms of the negotiated, collectively bargained agreements.

Reports of all such examinations or evaluations shall be delivered to the Assistant Superintendent for Administrative Services, who shall protect their confidentiality. In the event of a report of a condition that could influence job performance, the Assistant Superintendent for Administrative Services shall base a non-employment recommendation to the Superintendent upon a conference with a physician and substantiation that the condition is directly correlated to defined job responsibilities and reasonable accommodation will not allow the employee or prospective employee to adequately fulfill those responsibilities.

42 U.S.C. 12101 et seq.
29 C.F.R. Part 1630

Adopted March 2, 2009