

**KANAWHA COUNTY BOARD OF EDUCATION POLICY**

**Safety and Health - Medical Examinations**

**Series: G01**

**Reference: West Virginia Code §16-3-4a**

**Issued: April 10, 1974**

**Revised: November 17, 1983; December 5, 2011; July 18, 2018**

**Revision Number: 4**

A post-offer physical examination is required of all employees before they begin employment. If the examination is done through the medical consultant's office, there will be no charge to the individual. If the individual wishes to provide an examination by such individual's licensed health care provider, such examination shall be at such individual's expense. The examination form will be designed by the Office of Health Services and furnished by the Department of Human Resources.

A physical or mental examination may be required to determine an employee's fitness to perform his or her job when there is evidence of job performance or safety problems, or as required by law. This examination will be at Board of Education expense.

The Board of Education encourages all personnel to have annual physical examinations.