

KANAWHA COUNTY BOARD OF EDUCATION POLICY

Safety and Health - Medical Examinations

Series: G01

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

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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.

All school personnel shall have an approved Tuberculin skin test at time of employment, and subsequently if medically indicated. Positive reactors to the skin test are to be immediately referred to the Kanawha Charleston Health Department for evaluation and indicated treatment or further studies. The county health officer shall be responsible for arranging proper follow-up of school personnel and students who are unable to obtain physician evaluation for a converted tuberculin skin test. School personnel found to have tuberculosis in a communicable stage shall have their employment discontinued or suspended until their disease has been arrested and is no longer communicable. School personnel who have not had the required examination will be suspended from employment until reports of examination are confirmed.