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4160A - **PHYSICAL EXAMINATION**

After the District makes a conditional offer of employment, ~~unless exempt under the provisions of Policy 4160 - Physical Examination~~, each support staff member shall be ~~asked~~ required to take a physical examination from a licensed medical practitioner designated by the Board.

The District will pay for the cost of this required, post-offer examination when performed by a District-assigned practitioner.

In the event the Superintendent is concerned that the support staff member is unable to perform the duties of their position, the Superintendent may require that the support staff member submit to an appropriate examination by a healthcare provider of the support staff member's choice, a healthcare provider designated and compensated by the District, or both. The sole purpose of the examination shall be to determine whether the support staff member can perform the duties of their position with or without reasonable accommodation. See also Policy 4161 - Unrequested Leaves of Absence.

Revised 4/15/19

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Legal 118.25, Wis. Stats.