

## STAFF HEALTH

*Category: R*

*See Also: Policy EEAEA*

### I. Medical Examination of School Personnel

Pursuant to RSA 200:36, all school personnel are subject to pre-employment post offer medical examination by a licensed physician/or authorized healthcare provider. (School bus operators are also subject to medical clearance under RSA 200:37 and Board policy EEAEA). Any person who objects to all or part of any medical examination because of religious beliefs shall be exempt from said examination, except that no such exemption shall be granted if state or local authorities determine that such exemption would constitute a hazard to the health of persons exposed to the unexamined individual.

Costs associated with the physical examination and any necessary follow up appointments will be paid by the SAU #7 School District, not to exceed the contracted rate established between SAU #7 and Indian Stream Health Center.

### II. Additional Examinations

The Superintendent may request a medical examination for any employee if at any time he/she has reason to believe that the employee's physical or mental health may be inimical to the welfare of pupils or other employees. The cost of such examination will be borne by the District. If out for more than three (3) consecutive days, a medical note may be required. Additionally, a medical note will be required upon returning to work after suspicion of communicable disease or other illness.

### III. Voluntary Assessment

Staff will be invited to complete a Voluntary Staff Assessment at the beginning of each school year. This document will collect a voluntary health history that may provide critical information in the event of an emergency. Any completed assessments should be returned to the school nurse and will be kept in a secure location.

### IV. Responsibility

The Superintendent/Human Resources/Business Administrator is responsible for implementing this policy, and maintaining records and the confidentiality of the same, consistent with Board policy EBH and the District's record retention schedule EBH-R.

### **Legal References:**

*RSA 200:36, Medical Examination of School Personnel*

*RSA 200:37, Medical Examination of School Bus Operators*

SAU Policy Committee: Adopted – October 15, 2020

Clarksville School Board: Adopted – December 14, 2020

Colebrook School Board: Adopted – December 15, 2021

Columbia School Board: Adopted – January 6, 2021

Pittsburg School Board: Adopted – December 1, 2020

Stewartstown School Board: Adopted – January 12, 2021