

**MEDFORD AREA PUBLIC SCHOOL DISTRICT**

**DATE ADOPTED: April 21, 1987**                      **FILE SECTOR: PERSONNEL**  
**DATE REVISED: February 13, 1992**           **POLICY TITLE: STAFF HEALTH AND SAFETY**  
**DATE REVISED: February 20, 1997**  
**DATE REVISED: June 15, 2000**  
**DATE REVISED: May 19, 2005**  
**DATE REVISED: June 15, 2006**  
**DATE REVISED: October 29, 2012**  
**DATE REVISED: December 14, 2015**

In accordance with state law, a physical examination and certification that the individual poses no direct threat to the health or safety of the individual or others will be required of each school district employee at the time of his/her initial employment. This physical exam must include a chest x-ray or two-step tuberculin test. Freedom from tuberculosis in a communicable form is a condition of employment. If the reaction to the tuberculin test is positive, a chest X-ray shall be required. Additional physical examinations shall be required thereafter at intervals determined by the school medical advisor.

Upon initial district employment, individuals will be given a two-step tuberculin skin test. If reaction at second test is negative (0 mm), no further testing will be necessary at that time. A positive reaction of 15 mm will be considered high risk and will be referred for a chest X-ray and follow-up with the school medical advisor. A positive reaction will be based upon 5, 10, or 15 mm criteria as described by the Centers for Disease Control and Prevention.

In the case of a new school employee, the board of education may permit the school employee to submit proof of an examination, chest x-ray, or tuberculin test complying with this policy which was taken within the past 90 days in lieu of requiring such examination, x-ray, or test.

The provider making a physical examination shall prepare a report of the examination on a standard form prepared by section 118.25 of the Wisconsin statutes. Such report shall be retained in the provider's files and the provider shall make confidential recommendations there to the school board and school employee. The recommendation form shall contain space for a certificate that the person is free from tuberculosis in a communicable form. The cost of such examinations, including X-rays and tuberculin tests, shall be paid out of school district funds.

In all cases, the examining provider will be a Medford area provider and the cost shall be as determined by said provider and Medford Area Public School District. Anyone wishing to use other medical sources for these exams must have prior approval and will be paid only that amount set by Aspirus Medford Clinic for these services.

If an employee is absent from work because of illness, the board of education may request certification that the individual poses no direct threat to the health or safety of the individual or others before the employee resumes work.

**CROSS REFERENCE: JHCC**  
**LEGAL REFERENCE: Sections 118.25, 121.52(3)(a) Wis. Stats.**