

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: December 14, 2015
DATE REVISED: May 19, 2005	DATE REVISED: January 25, 2018
DATE REVISED: June 15, 2006	DATE REVISED: August 28, 2023
DATE REVISED: October 29, 2012	DATE REVISED: January 27, 2025

Freedom from tuberculosis in a communicable form is a condition of employment. In accordance with state law, a screening certification that the individual poses no direct threat to the health or safety of the individual or others will be required of each Medford Area Public School District (MAPSD) employee at the time of their initial employment. This certification must include a screening questionnaire for tuberculosis approved by the department of health services and, if indicated, a test to determine the presence or absence of tuberculosis in a communicable form. If the reaction to the tuberculin test is positive, a chest X-ray shall be required. Additional physical examinations and/or completion of the screening questionnaire for tuberculosis shall be required thereafter at intervals determined by the MAPSD medical advisor.

After completing initial MAPSD employment requirements, individuals may be given additional screening questionnaires that may be administered by the MAPSD nurse or registered nurse. The screening questionnaire shall contain space for certification that the person examined by the registered nurse or MAPSD nurse does not have risk factors for tuberculosis. If tuberculosis risk factors are identified on the screening questionnaire, the registered nurse or MAPSD nurse shall recommend that the person receive a tuberculin skin test from a practitioner to determine the presence or absence of tuberculosis in a communicable form. If a test to determine the presence or absence of tuberculosis in a communicable form is recommended of the person, and if the test indicates the absence of tuberculosis in a communicable form, the practitioner who administers the test shall certify, on a form prepared by the department of health services, that the person appears to be free from tuberculosis in a communicable form. If a tuberculin test has 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 MAPSD 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 MAPSD employee, the board of education (BOE) may permit the MAPSD 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.

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 BOE and MAPSD 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 MAPSD 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 MAPSD. Anyone wishing to use other medical sources for these exams must have prior approval and will be paid only that amount set by the Medford provider for these services.

If an employee is absent from work because of illness, the BOE 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.