Employment Requirements Physical Examinations and Communicable Diseases

Physical and Mental Examinations—

The District may require an applicant for employment or an employee to provide satisfactory evidence that the applicant or employee is mentally and physically qualified to perform the duties of the job. Satisfactory evidence may include, but is not limited to, regular mental or physical examinations by a qualified physician.

Confidentiality of Examination Results—

Evidence of mental or physical condition provided by an applicant or employee, pursuant to the previous section, is deemed private and may be disclosed

only to: 1. The applicant or employee, or a designated representative of the applicant or employee; 2. School officers and members of the Board; 3. The Department of Health; 4. Local health authorities; 5. The physician or other authorized person(s) who performed the examination(s); 6. A health care professional who has legitimate need to know the test result in order to

provide for the health care provider's protection and welfare; or, 7. Persons or entities or classes of persons or entities authorized by written release signed by

the applicant or employee.

DBBA Appendix A - Millard Local Form: Tuberculosis Screening Employee Form

This form is used for new employees or current employees who have lived in a foreign country, except Canada, for six months or more and who are employed by Millard School District.

Employee Name: _____ Date: _____

School: _____ Position: _____

Home Address: _____

City: _____ State: _____ Zip: _____ Telephone: _____

Please answer the following: Yes ____ No ____ Are you a new employee who has lived in a foreign country, except Canada, for six months or more in the last five years?

Yes ____ No ____ Are you a current employee who has lived in a foreign country, except Canada, for six months or more within the past five years?

If the answer to either question is yes, Millard School District requires proof of a tuberculosis skin test and/or chest x-ray, if the skin test is positive, since arriving in the United States. Test results must be presented to the school district office before employment begins or as otherwise directed by District procedures.

Signature: _____ Date: _____

Source: MSD Policy 3110, approved 2023.

Information from the State Board—

An administrator may obtain any information in the possession of the State *Board of Education, which is relevant to evaluating the employment of a currant or*

prospective employee of the school. If a decision is made not to hire a prospective employee or to take action against a current employee based upon such information, the individual affected shall be given notice of the information and be provided an opportunity to refute or respond to the information. An administrator who, in good faith, discloses or receives information under this section is exempt from civil liability relating to the receipt or disclosure.