

## REFERRAL FOR HEALTH EXAMINATION

In order to safeguard the health and safety of the District's students and employees, the Board of Education reserves the right to require a health examination, at District expense, of any employee at any time during employment to determine the physical or mental capacity of said employee to perform the required duties of employment. The Board, the Superintendent of Schools, or any designee(s) thereof shall refer any employee identified as in need of a health examination to a licensed physician or other licensed health care provider for examination. Following such health examination, the determination as to the physical or mental capacity of said employee to perform the required duties of employment shall be reported to the Board and the Superintendent.

Employees who refuse to accept such referral shall be required to produce sufficient evidence from a licensed physician or other licensed health care provider of their own choosing that they are capable to continue the discharge of their responsibilities. The Superintendent and/or the Health Service Unit shall review such documentation and determine whether it is acceptable or whether additional referral to a physician or other health care provider may be necessary.

The Superintendent and/or the Board, in consultation with the Health Services Unit and/or Human Resources, as appropriate, shall make the final determination as to whether an employee has the ability to perform required duties of employment based upon a review of said employee's physical or mental health examination. Precedence shall be given to the medical/health recommendations of the licensed physician or other licensed health provider appointed by the Board, the Superintendent, or any designee(s) thereof.

Ref: Education Law §913  
Civil Service Law §§71-73  
8 NYCRR §156.3

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