

# REGULATION

**BOARD OF EDUCATION  
HIGH POINT REGIONAL**

**NO. R 3160**

TEACHING STAFF MEMBERS  
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## 3160. PHYSICAL EXAMINATION (M)

### A. Definitions

1. "Employee" or "staff member" means the holder of any full-time or part-time position of employment.
2. "Health history" means the record of a person's past health events obtained in writing, completed by the individual or their physician.
3. "Health screening" means the use of one or more diagnostic tools; to test a person for the presence or precursors of a particular disease.
4. "Physical examination" means the assessment of an individual's health by a professional licensed to practice medicine or osteopathy, or by an advanced practice nurse or physician assistant.
5. "Physician assistant" means a health care professional licensed to practice medicine with physician supervision.

### B. Physical Examination- Candidates for Employment Who Have Received a conditional Offer of Employment

Candidates for employment who have received a conditional offer of employment shall be required to undergo a physical examination. The physical examination shall include, but is not limited a health history; and health screenings to determine whether the candidate is able to perform with reasonable accommodation job-related functions pursuant to P.L. 101-336, Americans with Disabilities Act to 1990 (ADA). The candidate for employment will be provided the board's requirements for the physical examination.

- a. A health history shall include, but is not limited to, the candidate's:

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- (1) Past serious illnesses and injuries;
    - (2) Current health problems;
    - (3) Allergies; and
    - (4) A record of immunizations.
  - b. A health screenings which shall include, but is not limited to:
    - (1) Height;
    - (2) Weight;
    - (3) Pulse and respiratory rate;
    - (4) Hearing screening;
    - (5) Blood pressure;
    - (6) Vision screening;
- C. Medical Requirements Upon Employment
  1. A Mantoux tuberculosis test shall be given upon employment of all newly hired staff members (full-time and part-time), and to all student teachers, school bus drivers on contract with the district, and to contractors or volunteers who have contact with students. Tuberculosis testing is not required for volunteers working with students less than twenty hours per month.
    - a. Tuberculosis testing is not required:
      - (1) For new staff members, student teachers, and contractors of the school district with a documented negative tuberculosis test result in the last six months or a documented positive tuberculosis test, regardless of when this test was done; or



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- employee, including computerized records, shall be secured, ~~shall~~ stored and maintained separately from other personnel files.
2. Health records may be shared only with authorized individuals in accordance with N.J.S.A. 18A:16-16.
- E. Employees' Physical Examination and Medical Updates
1. School employee physical, examinations and/or annual medical updates shall not require disclosure of HIV status.
- F. Review of Examinations and Assessments
1. The results records of the physical examination of a candidate's for employment who has received a conditional offer of employment will be reviewed by submitted to the school physician, who, in consultation with the Superintendent, will determine the candidate's physical and mental fitness to function with reasonable accommodation in the position for which he/she has made application. That determination will be made a part of the candidate's application.]
- G. Rescinding a Conditional Offer of Employment – Notice to Candidates for Employment Who Receive a Conditional Offer of Employment
1. All candidates for employment who receive a conditional offer of employment shall be informed by the district that:
    - a. An offer of employment by the Superintendent of Schools or designee is conditional upon completion of the Board's required physical examinations and assessments;
    - b. The required examinations and assessments will be used to determine the candidate's ability to perform with reasonable accommodations job-related functions pursuant to ADA; and
    - c. If it is determined upon completing the examination(s) or

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assessment(s) the candidate is unable to perform with reasonable accommodations job-related functions pursuant to the provisions of the ADA, the conditional offer of employment will be rescinded either by the Superintendent if the Board has not yet approved the appointment or by the Board, if the Board had approved the appointment at a Board meeting.

Date Issued: 10/19/09

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Date Revised: 1/18/10, 6/20/17