

**All Personnel**

BP 4112.4

4212.4

**HEALTH EXAMINATIONS**

4312.4

Note: Alaska Statute 14.30.075, enacted in 2016, provides that school districts may require physical examinations of teachers as a condition of employment. Districts are not required to pay the cost of teacher physical exams and this does not affect the coverage of any health insurance benefits the district provides to teachers. State regulation, 4 AAC 06.050, has required physical examinations of school district employees for many years, including teachers, other employees, custodians, and clerical personnel, except those whose work does not bring them into close contact with pupils. By regulation, physical exams are required upon initial employment and every three years thereafter.

The Superintendent or designee shall ensure that all regularly employed personnel undergo a health examination as required by law upon initial employment and every three years thereafter. The Board may exempt from the physical examination requirement any employees whose work does not bring them into close contact with students. (4 ACC 06.050)

Employees may be required to pass a physical and/or psychological examination any time such an examination appears necessary to preserve the health and welfare of district students and employees, or to furnish medical proof of physical or mental ability to perform satisfactorily the assigned duties of an individual's position.

*(cf. 4119.41 - Employees with Infectious Disease)*

*Legal Reference:*

ALASKA STATUTE

14.30.075 *Physical examinations for teachers*

ALASKA ADMINISTRATIVE CODE

4 AAC 06.050 *Physical examination of school employees*

4 AAC 18.010 *Teachers' and administrators' contracts*

*Revised 9/2016*