
Examinations During Employment

The Executive Director or designee may require an employee to undergo a medical examination if information received from the employee, the employee's supervisor, or other sources indicate that the employee has a physical or mental impairment that:

1. Interferes with the employee's ability to perform essential job functions; or
2. Poses a direct threat to the health or safety of the employee or others. A communicable or other infectious disease may constitute a direct threat.

The ESC may designate the physician to perform the examination. If the ESC designates the physician, the ESC shall pay the cost of the examination. The ESC may place the employee on paid administrative leave while awaiting results of the examination and evaluating the results.

Based on the results of the examination, the Executive Director or designee shall determine whether the employee has an impairment. If so, the Executive Director or designee shall determine whether the impairment interferes with the employee's ability to perform essential job functions or poses a direct threat. If not, the employee shall be returned to his or her position.

If the impairment does interfere with the employee's ability to perform essential job functions or poses a direct threat, the Executive Director or designee shall determine whether the employee has a disability and, if so, whether the disability requires reasonable accommodation, including the use of available leave. The granting of additional unpaid leave may be a reasonable accommodation in some circumstances.

If the employee does not have a disability, the Executive Director or designee shall evaluate the employee's eligibility for leave. [See DEB(LOCAL)]

[See DAA for information on disabilities and reasonable accommodation]

Other Requirements

Employees with communicable diseases shall follow recommendations of public health officials regarding contact with students and other employees.