

HEALTH EXAMINATIONS

The East Baton Rouge Parish School Board, through the Superintendent or designee, may require an employee to undergo a medical and/or psychological examination whenever there is evidence the employee's physical and/or mental condition warrants such action, or there is a concern for safety. Examinations may also be conducted to determine adequacy of job performance or to meet requirements of state or federal laws. All examinations conducted shall conform to all state and federal requirements. The physician shall be designated by the Superintendent and/or his/her designee, and the School Board shall pay the cost of the examination. The School Board may be entitled to reimbursement from an employee for the costs of such employee's or applicant's preemployment medical examination or drug test, however, if the employee terminates the employment relationship sooner than ninety (90) working days after the first day of work or never reports to work, unless there is a substantial change made to the employment by the School Board.

BUS OPERATOR

Prior to the opening of each school session, each person employed as school bus operator, whether regular, substitute, or activity, shall be required to submit to the Superintendent and/or his/her designee a certificate from a licensed physician on forms furnished by the School Board, stating that the operator has been examined and is free from any ailment, disease, or defect that would adversely affect his/her ability to safely operate a school bus. Such certificate should be submitted within fifteen (15) days prior to the opening of school, and the School Board shall pay the cost of said examination.

Bus drivers over the age of fifty-five (55) shall be required to undergo two (2) health examinations annually.

Ref: 42 USC 12101 et seq. (Title I, Americans With Disabilities Act); La. Rev. Stat. Ann. '17:81, 17:491, 17:491.2, 23:897.