

**Concord School District Policy #411**  
**Physical Examinations – Employees**

1. Physical Examinations for School Personnel

- a. All school personnel shall be required to have a pre-employment medical examination by a licensed physician qualified to practice medicine in the United States. Any offer of employment is conditional upon successful completion of a medical exam.

Any person who objects to all or part of any medical examination because of religious beliefs shall be exempt from said examination, except that no such exemption shall be granted if state or local authorities determine that such exemption would constitute a hazard to the health of persons exposed to the unexamined individual.

If the prospective employee has had a physical within one year prior to the start of employment with the District, the candidate may, as an alternative to a medical exam, have their physician complete the District's "Health Examination Form."

- b. Bus drivers must not only have a post-offer pre-employment physical examination, but in addition, bus drivers must thereafter complete physical examinations as required by state law at District expense.
- c. The District shall be responsible for the cost of required pre-employment physical examinations. Extra laboratory and x-ray procedures, not normally included in a routine physical examination, will not be paid for by the District.
- d. The Superintendent may require a medical examination for any employee if at any time he/she has reason to believe that the employee's physical or mental health may be detrimental to the welfare of pupils or other employees. The District will bear the cost of any medical examination the District may require, but shall not be responsible for any costs for treatment(s) indicated by, resulting from or relating to such examination.

**Legal References:**

RSA 200:36, Medical Examination of School Personnel

RSA 200:37, Medical Examination of School Bus Operators

Adopted 1969. Revised 1973; 1976, December 1983; March 1, 1999; September 3, 2013; June 4, 2018  
Corresponds to NHSBA Policy GBGA