



5.20.101-AD Procedures For Medical Consultation

(1) **Teacher Health.**

- (a) Teachers and staff members must be free of any disease or condition that will limit their ability to perform their duties adequately or that may be detrimental to the physical or emotional health of students, such conditions being attested to by the medical advisor, if requested by the office of superintendent.
- (b) Any applicant for a [teaching or administrative] position may be required to pass a medical examination.

(2) **Appraisal of Teacher Health.**

- (a) Principals and other administrative heads shall observe both probationary and permanent teachers with references to evidence of emotional instability, an unusual amount of absence, evidence of unusually low vitality or other marked symptoms of poor health.
- (b) When probationary reports or reports on permanent teachers are made, the principal shall note specifically any cases about which there is question in regard to physical or mental health. Such teachers may be required by the office of the superintendent to submit to an examination by the district medical advisor.

(3) **Recommendations for Examination.** Any person whose general physical or mental condition, as described above, seems to interfere seriously with such employee's efficiency at any time shall be required to submit to a physical or psychiatric examination by the medical advisor of the district.

- (a) Such an examination shall require authorization by the office of the superintendent upon written recommendation of the principal or administrative head or upon one or more members of the Board of Education.
- (b) Any teacher who has been absent from duty because of illness or other reasons and who, in the judgment of his/her administrator, does not appear able to resume service may be requested by the superintendent, upon the recommendation of the administrator, to submit to a health examination by the district medical advisor.

(4) **Medical Reports.**

- (a) A written report of the medical examination shall be forwarded to the district by the medical advisor and shall be kept confidential, except as

otherwise noted in these rules. It shall not be subject to inspection except with the consent of the examinee; provided, however, such record shall be produced upon subpoena duly issued in any proceedings wherein their content shall be legally pertinent.

- (b) The medical advisor shall keep on file in his/her office records of all medical examinations made in behalf of the district. He/She shall submit appropriate reports of all examinations to the superintendent.
- (5) **Reports from Private Physicians.** Any employee of the district who is required to submit to a physical or psychiatric examination by the medical examiner of the district at the request of the superintendent may submit a report from his/her private physician on the same subject for the consideration of the Board. Such report shall be in addition to the report submitted by the superintendent from the district medical advisor.
- (6) **Action Upon Adverse Findings.** In instances where medical or psychiatric findings are adverse to the continuance of the teacher in his/her position, either for short- or long-term service, the teacher's staff status shall be discontinued according to provisions of ORS 342.530 and ORS 342.545.

Policy Implemented:

History: Adpt. 6/71; Amd. 4/80; Amd. 9/95

For official use only	
Approved:	
_____	_____
Superintendent	Date