

South Tech Charter Academy Board Policy
3.11 MEDICAL EXAMINATIONS DURING EMPLOYMENT

1. Medical exams for employees to continue employment with South Tech Academy shall be required under the following circumstances:
 - a. To the extent required by Federal or State law or other Governing Board policies, or
 - b. If required by the employee's employment contract with the South Tech Academy; or
 - c. As warranted at the request of the District or the Third Party Administrator and/or the School's insurance carrier in connection with an on-the-job injury; or
 - d. At the School's request for a fitness for duty determination; or
 - e. If the employee, in the routine performance of his/her job duties, as determined by the School, is potentially exposed to chemical hazards, asbestos or other physical hazards. The medical exams within this sub-paragraph (e) shall be completed within 90 days of employment and annually, thereafter.
2. The School may require that an employee undergo a drug test under the conditions set forth in School Board Policies 3.96.

STATUTORY AUTHORITY: Fla. Stat. §§ 1001.32(2); 1001.41 (1) & (2); 1001.42 (5) & (25); 1001.43 (11); 1012.23(1)

LAWS IMPLEMENTED: Fla. Stat. §§ 1001.42(5); 1012.23(1); 1012.32

HISTORY: New 6/09/2011