

Personnel - Non-Certified

Physical Examinations

New Personnel

All new non-certified personnel shall submit to the Office of the Superintendent of Schools evidence of a physical examination obtained no earlier than six months prior to the date of employment and no later than thirty days after the date of employment.

Employed Personnel

All employed non-certified personnel who are required by state regulation to have annual examinations shall submit, to the Office of the Superintendent of Schools, prior to the beginning of the school year, evidence of a physical examination obtained within the past six months.

Contractors Serving the District

All contractors serving the School District shall submit the Office of the Superintendent of Schools no later than October 1st of each school year, evidence of a physical examination for each of their employees who are in direct contact with children on a daily basis.

Specific Procedures

1. Physical examination forms will be supplied by the Superintendent's office, and it is required that they be used in all instances.
2. Full and complete results of the physical examinations will be maintained in the administering doctor's office. Only a statement attesting to the individual's health and submitted by the examining doctor will be kept on file in the Superintendent's office.
3. Physical examinations may be administered by an individual's family physician and the District shall pay that portion of the cost which is equal to the cost of the examination administered by the District physician. The remainder of the cost will be borne by the individual.
4. Physical examinations, when required by Board Policy or state regulations, may be requested by an individual to be administered by the District physician and the expense shall be borne by the District. The request should be made to the Office of the Superintendent of Schools.
5. The cost of a physical examination required for an individual by the Superintendent of Schools under A & B above, shall be borne by the District.

Personnel -- Non-Certified

Drug and Alcohol Testing For School Bus Drivers

The East Hampton Public School district is committed to the establishment of a drug and alcohol misuse prevention program that meets all applicable requirements of the Omnibus Transportation Employee Testing Act of 1991. The district shall adhere to federal law and regulations requiring a school bus drivers drug and alcohol testing program.

The Superintendent or his/her designee shall implement this program beginning January 1, 1996.

Contracts for transportation approved by this district shall contain assurance that the contractor will establish a drug and alcohol testing program that meets the requirements of federal regulations and this policy and will actively enforce the regulations of this policy as well as federal requirements.

Legal Reference: United States Code, Title 49
 2717 Alcohol and controlled substances testing (Omnibus Transportation
 Employee Testing Act of 1991)
 Code of Federal Regulations, Title 49
 40 Procedures for Transportation Workplace Drug and Alcohol Testing
 Programs
 382 Controlled Substance and Alcohol Use and Testing
 395 Hours of Service Drivers
 Holiday v. City of Modesto (1991) 229 Cal. App. 3d. 528, 540.
 International Brotherhood of Teamsters v. Department of Transportation
 932 F. 2d 1292 (1991)
 American Trucking Association, Inc. v. Federal Highway Administration,
 (1995) WL 136022 (4th circuit)
 Connecticut General Statutes
 PA 95-140 An Act Authorizing Drug Testing of Drivers of Certain
 Commercial Motor Vehicle.

Policy adopted: June 26, 2006

EAST HAMPTON PUBLIC SCHOOLS
 East Hampton, Connecticut