

The superintendent/president shall establish administrative procedures regarding job-related medical examinations of candidates for appropriate positions prior to assuming the duties of the position. The examinations shall be related to the essential job functions in the job description for the job in which the person would be employed. The district shall require the medical examination after an offer of employment has been made to a candidate and prior to commencement of the employment duties of said candidate. Actual employment is contingent upon the successful completion of a pre-placement medical examination. All entering employees are subject to an examination regardless of disability. The district may only consider an individual's present ability to perform the essential physical functions of the job. No candidate shall be required to participate in