

A. W. BEATTIE CAREER CENTER

SECTION: EMPLOYEES
 TITLE: PHYSICAL EXAMINATION
 ADOPTED: December 9, 1999
 FIRST READING: January 26, 2017
 REVISED & APPROVED: February 23, 2017

314. PHYSICAL EXAMINATION	
<p>1. Purpose SC 510</p>	<p>In order to certify the fitness of administrative, professional and classified employees to discharge efficiently the duties they will be performing to protect the health of students and staff from the transmission of communicable diseases, physical examinations of all district employees shall be required prior to beginning employment.</p>
<p>2. Definitions</p>	<p>A Physical examination shall mean a general examination by a licensed physician, certified registered nurse, or a licenced physician assistant.</p>
<p>3. Authority SC 1418 Title 28 Sec. 23.43 42 U.S.C. Sec. 12112</p>	<p>After receiving an offer of employment but prior to beginning employment, all candidates shall undergo medical examinations, as required by law and as the Board may require.</p>
<p>SC 1418 Title 28 Sec. 23.44</p>	<p>The Joint Operating Committee (JOC) requires that all employees undergo a tuberculosis examination provided by the district upon initial employment, in accordance with regulations of the Pennsylvania Department of Health.</p>
<p>SC 1418</p>	<p>The JOC may require an employee to undergo a physical examination at the Board's request.</p>
<p>SC 1419 Title 28 Sec. 23.45</p>	<p>An employee who presents a signed statement that a medical examination is contrary to his/her religious beliefs shall be examined only when the Secretary of Health determines that the employee presents a substantial menace to the health of others.</p>
<p>4. Delegation of Responsibility</p>	<p>The results of all required medical examinations shall be made known to the Executive Director on a confidential basis and discussed with the employee.</p>
<p>42 U.S.C. Sec. 12112</p>	<p>Medical records of an employee shall be kept in a file separate from the employee's personnel file.</p>

Reference:

School Code - 24 P.S. Sec. 510

State Department of Health Regulations - 28 PA Code Sec. 23.43, 23.44, 23.45

Americans With Disabilities Act - 42 U.S.C. Sec. 12101 et seq.

Genetic Information Nondiscrimination Act of 2008 - 42 U.S.C. Sec. 2000ff et seq.