



Book	Policy Manual
Section	300 Employees
Title	Physical Examination
Code	314
Status	Active
Adopted	October 28, 2013

Purpose

In order to certify the fitness of administrative, professional and support employees to discharge efficiently the duties they will be performing and 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.

Definition

A **physical examination** shall mean a general examination by a licensed physician, certified registered nurse practitioner or a licensed physician assistant.

Authority

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.[\[1\]](#)[\[2\]](#)[\[3\]](#)

The Board 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.[\[1\]](#)[\[4\]](#)

The Board may require an employee to undergo a physical examination at the Board's request.[\[1\]](#)

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.[\[5\]](#)[\[6\]](#)

Delegation of Responsibility

The school nurse shall be responsible for ensuring that the requirements of this policy are fulfilled and all required forms have been properly completed.

The results of all required medical examinations shall be made known to the Superintendent on a confidential basis and discussed with the employee.

Medical records of an employee shall be kept in a file separate from the employee's personnel file. Medical records shall be confidential and subject to disclosure only as specified by law. [\[7\]](#)[\[3\]](#)

Legal

[1. 24 P.S. 1418](#)

[2. 28 PA Code 23.43](#)

[3. 42 U.S.C. 12112](#)

[4. 28 PA Code 23.44](#)

[5. 24 P.S. 1419](#)

[6. 28 PA Code 23.45](#)

[7. 42 U.S.C. 2000ff et seq](#)

[24 P.S. 1416](#)

[42 U.S.C. 12101 et seq](#)

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