Title: **Physical Examination**
Code: 414
Book: Policy Manual
Section: 400 Professional Employees

Purpose

In order to certify the fitness of employees to discharge efficiently the duties which they will perform and to protect the health of students from the transmission of communicable diseases, physical examinations of all professional employees will be required prior to employment.[1]

Definition

For purposes of this policy, a "p**hysical examination**" shall mean a general examination by a licensed physician.

Guidelines

All candidates for employment, prior to being placed on the rolls of the district, shall undergo a medical examination, as required by law, the expense for which shall be borne by the applicant if examination is performed by a personal physician, or borne by the Board, if examination is performed by the school physician.[1]

The Board may require a special medical examination for any employee at any time.

The Board will accept an affidavit in lieu of an examination where circumstances warrant such action.[2]

The results of all required medical examinations shall be made known to the Superintendent on a confidential basis and discussed with the employee. Such medical records shall be kept in a file separate from the employee's personnel file. In the event of an unsatisfactory report, the Superintendent shall follow Board policy relating to "Disqualification by Reason of Health." (Policy 415)[3]

Adopted: **October 21, 1981**
Last Revised: **February 16, 1993**

Legal References:

- 1. 24 P.S. 1418
- 2. 28 PA Code 23.44
- 3. Pol. 415