

Book	Policy Manual
Section	300 Employees
Title	Physical Examination
Code	314
Status	First Reading
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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Purpose

In order to certify the fitness of **administrative, professional and classified** 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 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 Joint Operating Committee may require.**[\[1\]\[2\]\[3\]](#)

The **Joint** Operating Committee requires that all employees undergo a tuberculosis examination **provided by the school** upon initial employment, in accordance with regulations of the **Pennsylvania Department of Health.**[\[1\]\[4\]](#)

The **Joint** Operating Committee may require an employee **to** undergo a physical examination **at the Joint Operating Committee'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 results of all required medical examinations shall be made known to the Director 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.[\[7\]](#)[\[3\]](#)

Last Modified by Terri Birchard on August 9, 2018