

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: November 29, 1985

REVISED: November 17, 2010

OLD FORGE SCHOOL DISTRICT

314. PHYSICAL EXAMINATION	
1. Purpose	In order to certify the fitness of 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 administrative employees will be required prior to beginning employment.
2. Definition	A physical examination shall mean a general examination by a licensed physician.
3. Authority SC 1418 Title 28 Sec. 23.43 42 U.S.C. Sec. 12112	After receiving an offer of employment but prior to beginning employment, all candidates shall undergo a medical examination, as required by law, the expense for which shall be paid by the applicant.
SC 1418 Title 28 Sec. 23.44	The Board requires that all employees undergo a tuberculosis examination upon initial employment, in accordance with regulations of the Pennsylvania Department of Health.
SC 1418	The Board may require an employee to undergo a physical examination every two (2) years.
SC 1419 Title 28 Sec. 23.45	The Board shall accept an affidavit in lieu of an examination where circumstances warrant such action.
4. Delegation of Responsibility	The results of all required medical examinations shall be made known to the Superintendent on a confidential basis and discussed with the employee.
42 U.S.C. Sec. 2000ff et seq 42 U.S.C. Sec. 12112	Medical records of an employee shall be kept in a file separate from the employee's personnel file.

References:

School Code – 24 P.S. Sec. 1416, 1418, 1419

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

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

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