

STATE COLLEGE  
 AREA  
 SCHOOL DISTRICT

SECTION: CLASSIFIED  
 EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: July 25, 2005

REVISED: November 12, 2007

| 514. PHYSICAL EXAMINATION  |  |
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| <p>1. Purpose</p>  | <p>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 classified employees will be required prior to beginning employment.</p>  |
| <p>2. Definition</p>   | <p>A physical examination shall mean a general examination by a licensed physician.</p>  |
| <p>3. Authority<br/>                     Title 28<br/>                     Sec. 23.43<br/>                     42 U.S.C.<br/>                     Sec. 12101<br/>                     SC 1418<br/>                     SC 1418<br/>                     Title 28<br/>                     Sec. 23.44</p> <p>SC 1418</p> <p>Title 28<br/>                     Sec. 23.44<br/>                     SC 1419</p> | <p>After receiving an offer of employment prior to beginning employment, all candidates shall undergo a medical examination, as required by law.</p> <p>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.</p> <p>The Board may require an employee to undergo a physical examination at the Board's request.<br/>                     The Board shall accept an affidavit in lieu of an examination where circumstances warrant such action.</p> |
| <p>4. Delegation of Responsibility</p> <p>42 U.S.C.<br/>                     Sec. 12101 et seq</p>   | <p>The results of all required medical examinations shall be made known to the Superintendent on a confidential basis and discussed with the employee.</p> <p>Medical records shall be kept in a file separate from the employee's personnel file.</p>   |

References:

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

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

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