

SHALER AREA SCHOOL DISTRICT

No: 414

SECTION: PROFESSIONAL EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: SEPTEMBER 16, 1998

REVISED: OCTOBER 13, 2010

414. Physical Examination	
1. Purpose SC 1418	In order to certify the fitness of employees to discharge efficiently the duties which they will be performing and to protect the health of students from the transmission of communicable diseases, physical examinations of all administrative employees will be required prior to employment.
2. Definition	For purposes of this policy, a physical examination shall mean a general examination by a licensed physician.
3. Authority SC 1418	All candidates for employment, after receiving an offer of employment but prior to being placed on the rolls of the district, shall undergo a medical examination, as required by law.
SC 1418 Title 28 Sec. 23.43	The Board requires that all employees undergo a tuberculosis examination upon initial employment in accordance with the regulations of the Advisory Health Board.
SC 1418	The Board may require that all employees undergo a physical examination annually.
Title 28 Sec. 23.44	The Board will 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. 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."
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. 2008ff et seq. Americans with Disabilities Act – 42 U.S.C. Sec. 12101 et seq.

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