



Book	Policy Manual
Section	300 Employees
Title	Physical Examination - Proposed REVISIONS
Code	314
Status	DRAFT - Under Construction
Adopted	January 28, 2019

Purpose

In order to certify the fitness of administrative, professional and support employees to discharge efficiently the duties they will be performing and to protect the health of students and staff, **the Board shall require** physical examinations of all district employees prior to beginning employment.

Definition

A **physical examination, for purposes of this policy**, 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 **physical** examinations, as required by law and as the Board may require, the expense for which shall be paid by the District.[\[1\]](#)[\[2\]](#)[\[3\]](#)

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

The Board may require an employee to undergo a physical examination at the Board's request.[\[1\]](#)

An employee who presents a signed statement that a **physical** examination is contrary to **the employee's** religious beliefs shall be examined only when the Secretary of Health determines that **facts exist indicating that certain conditions would present** a substantial menace to the health of others **in contact with the employee if the employee is not examined for those conditions.**[\[5\]](#)[\[6\]](#)

Guidelines

Communicable Diseases

Employees exhibiting symptoms that indicate health concerns may be referred to the school nurse or designated staff for further assessment, and may be excluded from school facilities in accordance with regulations of the PA Department of Health or guidance from state or local health officials for specified diseases and infections conditions. Employees may return to school facilities when the criteria for readmission following a communicable

disease have been met, in accordance with law, regulations or guidance from state or local health officials.[\[8\]](#)[\[9\]](#)[\[10\]](#)[\[11\]](#)

Delegation of Responsibility

The results of all required **physical** examinations shall be made known to the Superintendent on a confidential basis and discussed with the employee.

Medical records **and other health information** of an employee shall be **maintained confidentially and** kept in a file separate from the employee's personnel file.[\[3\]](#)[\[12\]](#)

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. [Pol. 104](#)
 8. [28 PA Code 27.71](#)
 9. [28 PA Code 27.72](#)
 10. [Pol. 334](#)
 11. [Pol. 335](#)
 12. [42 U.S.C. 2000ff et seq](#)
- [24 P.S. 1416](#)
- [42 U.S.C. 12101 et seq](#)
- [U.S. Equal Employment Opportunity Commission – Guidance on COVID-19, ADA, Rehabilitation Act and Other Equal Employment Opportunity Laws](#)
- [U.S. Equal Employment Opportunity Commission – Questions and Answers on Religious Discrimination in the Workplace](#)