

Pennsbury School District

School Board Policy

Effective Date	Supercedes Index No.	Index No.
10/23/08	4250R6 of 10/5/88	314.1

Title: Physical Examinations - Employees

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 transmission of communicable diseases, physical examinations of all professional employees will be required prior to beginning employment.

This document, Index No. 314.1, replaces the previous Index No. 4250R6.

Authority: SC 1416, 1418, and 1419
Title 28, Sec. 23.43-44
42 U.S.C., Sec. 12101

Policy: A physical examination shall mean a general examination conducted by a licensed physician.

After receiving an offer of employment but prior to beginning employment, all candidates shall undergo a medical examination, as required by law.

The School Board requires that all employees undergo a tuberculosis examination upon initial employment, in accordance with regulations of the Pennsylvania Department of Health.

The School Board may require an employee to undergo a physical examination any time.

No person shall be compelled to submit to any medical or dental examination or treatment when the person or the parent/guardian of the person, if a minor, objects to the examination or treatment on religious grounds, nor shall there be any discrimination against any person on account of such objections. Such examinations or treatment may

nevertheless be required if facts exist under which the above exemption constitutes a present substantial menace to the health of other persons exposed to contact with the unexamined person and is so found by the Secretary of Health.

The School Board shall accept an affidavit in lieu of an examination where circumstances warrant such action.

The results of all required medical examinations shall be made known to the Director of Human Resources on a confidential basis and discussed with the employee.

Medical records shall be kept in a file separate from the employee's personnel file.

**Responsible
Administrator:** Director, Human Resources