

FERNDALE AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: JUNE 23, 1982

REVISED: MAY 9, 2007

414. PHYSICAL EXAMINATION	
<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 transmission of communicable diseases, physical examinations of all professional employees will be required prior to beginning employment.</p>
<p>2. Definition</p>	<p>A physical examination shall mean a general examination conducted by a licensed physician.</p>
<p>3. Authority Title 28 Sec. 23.43 42 U.S.C. Sec. 12101 et seq SC 1418</p>	<p>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.</p>
<p>SC 1418 Title 28 Sec. 23.44</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>SC 1418</p>	<p>The Board may require an employee to undergo a physical examination at the Board's request, where in the opinion of the Board, grounds exist to justify such a request. Such exams will be at the expense of the employer.</p>
<p>Title 28 Sec. 23.44 SC 1419</p>	<p>The Board shall accept an affidavit in lieu of an examination where circumstances warrant such action.</p>
<p>4. Delegation of Responsibility 42 U.S.C. 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, and shall be recognized as being confidential information, subject to the protections of HIPPA.</p>

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School Code
1416, 1418, 1419

PA Code
Title 28
Sec. 23.43, 23.44

42 U.S.C.
Sec. 12101 et seq