

SECTION: SUPPORT PERSONNEL

TITLE: PHYSICAL EXAMINATION

ADOPTED: JUNE 23, 1982

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# FERNDALE AREA SCHOOL DISTRICT

514. PHYSICAL EXAMINATION	
<p>1. Purpose SC 1418</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 <b>support personnel</b> will be required prior to <b>beginning</b> employment.</p>
<p>2. Definition</p>	<p>A physical examination shall mean a general examination <b>conducted</b> 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><b>After receiving an offer of employment but prior to beginning employment</b>, all candidates shall undergo a medical examination, as required by law, the expense for which shall be <b>paid</b> by the applicant.</p>
<p>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 <b>Pennsylvania Department of Health</b>.</p>
<p>SC 1418</p>	<p><b>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.</b></p>
<p>Title 28 Sec. 23.44 SC 1419</p>	<p><b>The Board shall accept an affidavit in lieu of an examination where circumstances warrant such action.</b></p>
<p>4. Delegation of Responsibility</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>42 U.S.C. Sec. 12101 et seq</p>	<p><b>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 HIPAA.</b></p>

School Code  
1418, 1419

PA Code  
Title 28  
Sec. 23.43, 23.44

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