

# PENN MANOR SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: February 8, 1999

REVISED:

414. PHYSICAL EXAMINATION	
1. 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 the beginning of employment.
2. Definition	A <b>physical examination</b> shall mean a general examination conducted by a licensed physician.
3. Authority Title 28 Sec. 23.43 42 U.S.C. Sec.12101 et seq SC 1418	After receiving an offer of employment but prior to beginning employment, all candidates shall undergo a medical examination, as required by law.
SC 1418 Title 28 Sec. 23.44	The Board requires that all employees undergo a tuberculosis examination upon initial employment, in accordance with regulations of the Pennsylvania Department of Health, which shall be provided by the district.
SC 1418	The Board may require an employee to undergo a physical examination at the Board's request.
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. 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.