

SECTION: SUPPORT EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: October 19, 2006

REVISED: February 16, 2012

# CARLISLE AREA SCHOOL DISTRICT

514. 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 the transmission of communicable diseases, physical examinations of all support employees will be required prior to beginning employment.
2. Definition	A <b>physical examination</b> shall mean a general examination conducted by a licensed physician, <b>certified registered nurse practitioner or a licensed physician assistant</b> .
3. Authority SC 1418 Title 28 Sec. 23.43 42 U.S.C. Sec. 12112	After receiving an offer of employment but prior to beginning employment, all candidates shall undergo medical examinations, as required by law and as the administration may require. The expense for which shall be paid by applicant.
SC 1418 Title 28 Sec. 23.44	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.
SC 1418	The Superintendent may require an employee to undergo a physical examination.
SC 1419 Title 28 Sec. 23.45	The Superintendent shall 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 appropriate administrator on a confidential basis and discussed with the employee.
42 U.S.C. Sec. 2000ff et seq. 42 U.S.C. Sec. 12112	Medical records shall be kept in a file separate from the employee's personnel file.

References:

School Code – 24 P.S. Sec. 1416, 1418, 1419

State Department of Health Regulations – 28 PA Code Sec. 23.43, 23.44, 23.45

Genetic Information Nondiscrimination Act of 2008 – 42 U.S.C.  
Sec. 2000ff et seq.

Americans With Disabilities Act – 42 U.S.C. Sec. 12101 et seq.