

NORTHERN LEHIGH SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES
 TITLE: PHYSICAL EXAMINATION
 ADOPTED: March 10, 1997
 REVISED: June 8, 2009

514. PHYSICAL EXAMINATION	
<p>1. Purpose SC 1418</p>	<p>In order to certify the fitness of employees to discharge efficiently the duties which they will be performing and to protect the health of students and staff from the transmission of communicable diseases, physical examinations of all classified employees will be required prior to employment.</p>
<p>2. Definition</p>	<p>For purposes of this policy, a physical examination shall mean a general examination by a licensed physician.</p>
<p>3. Guidelines SC 1418 Title 28 Sec. 23.43 42 U.S.C. Sec. 12112</p>	<p>All candidates for employment, prior to being placed on the rolls of the district, shall undergo a medical examination, as required by law.</p>
<p>SC 1418 Title 28 Sec. 23.44</p>	<p>The Board requires that all employees undergo a tuberculosis examination upon initial employment, in accordance with the regulations of the Advisory Health Board.</p>
<p>SC 1419 Title 28 Sec. 23.45</p>	<p>The Board may require cafeteria employees to be examined prior to the opening of the school term.</p> <p>The Board will accept an affidavit in lieu of an examination where circumstances warrant such action.</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. 12112</p>	<p>Such medical records shall be kept in a file separate from the employee's personnel file.</p>

References:

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

State Department of Health Regulations – 22 PA Code Sec. 23.43, 23.44, 23.45

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