

Employee Policy #314
Physical Examination / TB Tests

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 examination of all employees will be required prior to beginning employment.

Definition:

A physical examination shall mean a general examination conducted by a licensed physician.

Guidelines:

- After receiving an offer of employment but prior to beginning employment, all candidates shall undergo a medical examination, as required by law.
- The Board requires that all employees undergo a tuberculosis examination upon initial employment, in accordance with regulations of the Pennsylvania Department of Health.
- The Board shall accept an affidavit in lieu of an examination where circumstances warrant such action.
- Any employees who were employed prior to implementation of this policy must have an employment physical completed and placed in their files.

Delegation of Responsibility:

- The results of all required medical examinations shall be made known to the CEO on a confidential basis and discussed with the employee.
- Medical records shall be kept in a file separate from the employee's personnel file.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL. THIS POLICY IS NOT INTENDED TO CONFLICT WITH CHARTER REQUIREMENT.