

## SUGAR VALLEY RURAL CHARTER SCHOOL

POLICY NUMBER: 314  
SECTION: EMPLOYEES  
TITLE: **PHYSICAL EXAMINATION**  
DATE ADOPTED: NOVEMBER 1998  
DATE LAST REVISED: NOVEMBER 2008

### **PHYSICAL EXAMINATION**

#### 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 beginning employment.

#### DEFINITION

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

#### AUTHORITY

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, and every two (2) years thereafter in accordance with regulations of the Pennsylvania Department of Health, which shall be provided by the district.

The Board may require an employee to undergo a physical examination at the Board's request will accept an affidavit in lieu of an examination where circumstances warrant such action.

#### 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.

In the event of an unsatisfactory report, the CEO shall follow Board policy relating to Disqualification by Reason of Health.

REFERENCES:

School Code 1418, 1419

PA Code Title 28 Sec. 23.43, 23.44

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