



Book	Policy Manual
Section	500 Support Employees
Title	Physical Examination
Number	514
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Adopted	October 4, 1995
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Purpose

In order to certify the fitness of support 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 support employees will be required prior to beginning employment.

Definition

For purposes of this policy, a **physical examination** shall mean a general examination by a licensed physician.

Authority

After receiving an offer of employment but prior to beginning employment, all candidates shall undergo medical examinations, as required by law and as the Board may require. The expense for such examinations shall be paid by the Board, **unless employee does not remain employed by Wilson for at least one year, in which case, if requested by the Board, the employee shall reimburse the Board for the cost of such examinations.**[\[1\]](#)[\[2\]](#)[\[3\]](#)

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.[\[1\]](#)[\[6\]](#)

The Board may require an employee to undergo a physical examination at the Board's request.[\[1\]](#)

An employee who presents a signed statement that a medical examination is contrary to his/her religious beliefs shall be examined only when the Secretary of Health determines that the employee presents a substantial menace to the health of others.[\[4\]](#)[\[7\]](#)

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 of an employee shall be kept in a file separate from the employee's personnel file. [\[5\]](#)[\[3\]](#)

Legal

1. 24 P.S. 1418
2. 28 PA Code 23.43
3. 42 U.S.C. 12112
4. 28 PA Code 23.45
5. 42 U.S.C. 2000ff et seq
6. 28 PA Code 23.44
7. 24 P.S. 1419
- 24 P.S. 1416
- 42 U.S.C. 12101 et seq

Last Modified by Mrs Regina Urso on May 18, 2018