



**NORTH ALLEGHENY
SCHOOL DISTRICT**

SECTION:	ADMINISTRATIVE EMPLOYEES
TITLE:	PHYSICAL EXAMINATIONS
ADOPTED:	6/22/16
REVISED:	

314 - PHYSICAL EXAMINATIONS

Pol. 301

Section 1. Purpose

In order to certify the fitness of administrative 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, including a Tuberculosis test, of all District employees shall be required prior to beginning employment.

Section 2. Definitions

Physical Examination - a general examination by a licensed physician, certified registered nurse practitioner, or a licensed physician assistant.

SC 1402, 1418
Title 28
Sec. 23.43
42 U.S.C.
Sec. 12112

Section 3. Authority

- a. 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 which shall be paid by the applicant.
- b. The Board requires that all employees undergo a Tuberculosis examination upon initial employment, in accordance with regulations of the Pennsylvania Department of Health.
- c. The Board may require an employee to undergo a physical examination at the Board's request at any time of employment.
- d. 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.

SC 1416, 1418
Title 28
Sec. 23.44

SC 1418, 1419
Title 28
Sec. 23.45

Section 4. Delegation of Responsibility

- a. The results of all required medical examinations may be made known to the Superintendent on a confidential basis and discussed with the employee, if necessary.

42 U.S.C.
Sec. 2000ff et seq.
42 U.S.C.

Sec. 12112
Pol. 800

b. Medical records of an employee shall be kept in a file separate from the employee's personnel file.

References:

School Code – 24 P.S. Sec. 1418

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.

Board Policy – 301, `800