



**NORTH ALLEGHENY  
SCHOOL DISTRICT**

<b>SECTION:</b>	<b>CLASSIFIED, CONFIDENTIAL AND PARAPROFESSIONAL EMPLOYEES</b>
<b>TITLE:</b>	<b>PHYSICAL EXAMINATIONS</b>
<b>ADOPTED:</b>	<b>6/22/16</b>
<b>REVISED:</b>	

**514 - PHYSICAL EXAMINATIONS**

**Section 1. Purpose**

In order to certify the fitness of classified, confidential, paraprofessional employees, including coaches, 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 tests, of 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.

**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. School bus drivers, garage mechanics, maintenance, and custodial staff shall also undergo a substance screening prior to employment at the District's expense.
- d. Classified employees whose job duties require a Class A Combination CDL must obtain a Pennsylvania Department of Transportation physical and Pre-Employment Drug Screening.
- e. The Board may require an employee to undergo a physical examination at the Board's request at any time of employment.
- f. An employee who presents a signed statement that a medical examination is

Pol. 501

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

SC 1416, 1418  
Title 28  
Sec. 23.44

SC 1418, 1419  
Title 28  
Sec. 23.45

<p>42 U.S.C. Sec. 2000ff et seq. 42 U.S.C. Sec. 12112 Pol. 800</p>	<p>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.</p> <p><b>Section 4. <u>Delegation of Responsibility</u></b></p> <p>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.</p> <p>b. Medical records of an employee shall be kept in a file separate from the employee's personnel file.</p> <p><b><u>References:</u></b> 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 – 501, 800</p>
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