

SOUTHEASTERN GREENE SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: November 15, 2011

REVISED:

	314. PHYSICAL EXAMINATION
1. 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 the transmission of communicable diseases, physical examinations of all administrative employees will be required prior to beginning employment.
2. Definition	A physical examination shall mean a general examination by a licensed physician.
3. Authority Title 28 Sec. 23.43 42 U.S.C. Sec. 12101 SC 1418 SC 1418 Title 28 Sec. 23.44 SC 1418 Title 28 Sec. 23.44 SC 1419	<p>After receiving an offer of employment but prior to beginning employment, all candidates shall undergo a medical examination, as required by law.</p> <p>Additionally, prior to being placed on the rolls of the district, the candidate shall undergo testing for controlled substances. The screening method and the confirmation test(s) for controlled substances will be recommended by the physician.</p> <p>No individual shall be placed on the rolls of the district who has not undergone such testing or who has not been administered such test(s) with the result indicating a negative controlled substance result. In the event the candidate refuses to undergo pre-employment drug screening, the candidate shall not be employed by the district.</p> <p>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.</p> <p>The Board may require an employee to undergo a physical examination at the Board's request.</p> <p>The Board shall accept an affidavit in lieu of an examination where circumstances warrant such action.</p>

<p>4. Delegation of Responsibility</p> <p>42 U.S.C. Sec. 12101 et seq</p> <p>School Code 1416, 1418, 1419</p> <p>PA Code Title 28 Sec. 23.43, 23.44</p> <p>42 U.S.C. Sec. 12101 et seq</p>	<p>The results of all required medical examinations shall be made known to the Superintendent on a confidential basis and discussed with the employee.</p> <p>Medical records shall be kept in a file separate from the employee's personnel file.</p>
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