

SECTION: SUPPORT EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: November 5, 1998

REVISED:

COUNCIL ROCK SCHOOL DISTRICT

514. PHYSICAL EXAMINATION	
<p>1. Purpose SC 1418</p>	<p>In order to certify the fitness of employees to discharge efficiently the duties which they will be performing and to protect the health of students from the transmission of communicable diseases, physical examinations of all support employees will be required prior to employment.</p>
<p>2. Definition</p>	<p>For purposes of this policy, a physical examination shall mean a general examination by a licensed physician legally qualified to practice medicine and surgery or osteopathy or osteopathic surgery in the Commonwealth, designated by the Board or the employee's choice.</p>
<p>3. Authority Title 28 Sec. 23.43 ADA of 1990</p>	<p>All candidates for employment, after receiving an offer of employment but prior to being placed on the rolls of the district, shall undergo a medical examination, as required by law, at the candidate's expense.</p>
<p>SC 1418</p>	<p>The Board requires that all employees undergo a tuberculosis examination upon initial employment in accordance with the regulations of the Advisory Health Board.</p>
<p>Title 28 Sec. 23.44</p>	<p>The Council Rock School District may require a special medical examination for any school employee at any time.</p>
<p>4. Delegation of Responsibility</p>	<p>The Board will accept an affidavit in lieu of an examination where circumstances warrant such action.</p>
<p>ADA of 1990</p>	<p>Medical forms shall be provided by the Human Resources Office.</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. Such medical records shall be kept in a file separate from the employee's personnel file.</p>

