

SECTION: PROFESSIONAL EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: August 28, 1997

REVISED:

COUNCIL ROCK SCHOOL DISTRICT

414. PHYSICAL EXAMINATION	
1. Purpose SC 1418	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 professional employees will be required prior to employment.
2. Definition	For purposes of this policy, a physical examination shall mean a general examination conducted 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.
3. Authority ADA of 1990	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.
SC 1418 Title 28 Sec. 23.43	The Board requires that all employees undergo a tuberculosis examination upon initial employment in accordance with the regulations of the Advisory Health Board.
SC 1418	The Council Rock School District may require a special medical examination for any school employee at any time.
Title 28 Sec. 23.44	The Board will accept an affidavit in lieu of an examination where circumstances warrant such action.
4. Delegation of Responsibility ADA of 1990	Medical forms shall be provided by the Human Resources Office. 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.

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<p>Pol. 415</p> <p>School Code 1418</p> <p>PA Code Title 28 Sec. 23.43, 23.44</p> <p>Board Policy No. 415</p>	<p>In the event of an unsatisfactory report, the Superintendent shall follow Board policy relating to Disqualification by Reason of Health.</p>
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