

**LUZERNE  
INTERMEDIATE  
UNIT #18**

**SECTION: LUZERNE INTERMEDIATE  
UNIT EMPLOYEES**

**TITLE: PHYSICAL EXAMINATION**

**ADOPTED: NOVEMBER 20, 2002**

**REVISED: JUNE 18, 2014**

	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 shall be required prior to beginning employment, as required by law.
2. DEFINITION	A <b>physical examination</b> shall mean a general examination by a licensed physician, certified registered nurse practitioner or licensed physician assistant.
3. AUTHORITY SC 1418 TITLE 28 SEC. 23.43 42 U.S.C. SEC. 12112	After receiving an offer of employment but prior to beginning employment, all candidates shall undergo a medical examination, as required by law. The expense for such examination shall be paid by the candidate.
SC 1418 TITLE 28 SEC. 23.44	The Board requires that all employees undergo a tuberculosis test/examination upon initial employment, in accordance with regulations of the Pennsylvania Department of Health. The expense for such test/examination shall be paid by the candidate.
SC 1418	During employment, the Board may require an employee to undergo a physical examination at the Board's request and expense.
SC 1419 TITLE 28 SEC. 23.45	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 risk to the health of others.
4. DELEGATION OF RESPONSIBILITY  42 U.S.C.	The results of all required medical examinations shall be made known to the Executive Director on a confidential basis and discussed with the employee.  Medical records shall be kept in a file separate from the employee's personnel file

<p>Sec. 2000ff et seq 42 U.S.C. Sec. 12112</p>	<p>314. PHYSICAL EXAMINATION</p> <p><u>References</u></p> <p>School Code – 24 P.S. Sec. 1416, 1418, 1419</p> <p>State Department of Health Regulations – 28 PA Code Sec. 23.43, 23.44, 23.45</p> <p>Genetic Information Nondiscrimination Act of 2008 – 42 U.S.C. Sec. 2000ff et seq.</p> <p>Americans with Disabilities Act – 42 U.S.C. Sec 12101 et seq.</p>
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