

**LUZERNE  
INTERMEDIATE  
UNIT #18**

**SECTION: LUZERNE INTERMEDIATE  
UNIT EMPLOYEES-  
SUPPORTIVE SERVICES**

**TITLE: PHYSICAL EXAMINATION**

**ADOPTED: NOVEMBER 20, 2002**

**REVISED: OCTOBER 22, 2014**

514. PHYSICAL EXAMINATION	
<p>1. Purpose SC 1418</p>	<p>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 transmission of communicable diseases, physical examinations of all classified employees will be required prior to beginning employment.</p>
<p>2. Definition</p>	<p>A <b>physical examination</b> shall mean a general examination conducted by a licensed physician, certified registered nurse practitioner or a licensed physician's assistant.</p>
<p>3. Guidelines Title 28 Sec. 23.43 42 U.S.C. Sec. 12101 et seq SC 1418</p>	<p>After receiving an offer of employment but prior to beginning employment, all candidates shall undergo a medical examination, as required by law, at their own expense.</p>
<p>Title 28 Sec. 3.44</p>	<p>The Board requires that all employees undergo a tuberculosis examination provided by the intermediate unit upon initial employment, in accordance with regulations of the Pennsylvania Department of Health.</p>
<p>SC 1418</p>	<p>The Board may require an employee to undergo a physical examination at the Board's request.</p>
<p>Title 28 Sec. 23.44 SC 1419</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>The results of all required medical examinations shall be made known to the Executive Director on a confidential basis and discussed with the employee.</p>
<p>42 U.S.C. Sec. 12101 et seq</p>	<p>Medical records shall be kept in a file separate from the employee's personnel file.</p>