

CAPITAL AREA SCHOOL FOR THE ARTS CHARTER SCHOOL

SECTION: EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: April 11, 2016

REVISED: June 13, 2016

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 employees will be required prior to beginning employment.
2. Definition	A physical examination shall mean a general examination by a licensed physician, certified registered nurse practitioner or a licensed physician assistant.
3. Authority Title 28 Sec. 23.43 42 U.S.C. Sec. 12101 SC 1418 SC – Art. XVII - A SC 1418 Title 28 Sec. 23.43 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>The Board requires that all employees undergo a tuberculosis examination 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>
4. Delegation of Responsibility 42 U.S.C. Sec. 2000ff et seq 42 U.S.C. Sec. 12112	<p>The results of all required medical examinations shall be made known to the Chief Executive Officer 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>

References:

School Code – 24 P.S. Sec. 1416, 1418, 1419, Art. XVII – A

State Department of Health Regulations – 28 PA Code Sec. 23.43, 23.44, 23.45

Genetic Information Nondiscrimination Act of 2008 – 42 U.S.C.
Sec. 2000ff et seq

Americans With Disabilities Act – 42 U.S.C. Sec 12101 et seq.