

# UPPER BUCKS COUNTY AREA VOCATIONAL TECHNICAL SCHOOL

SECTION: EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: October 16, 2008

REVISED: August 18, 2011

314. PHYSICAL EXAMINATION	
1. Purpose	In order to certify the fitness of administrative, professional and support 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 shall be required prior to beginning employment.
2. Definition	A <b>physical examination</b> shall mean a general examination by a licensed physician, certified registered nurse practitioner or a 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.
SC 1418 Title 28 Sec. 23.44	The Joint Operating Committee requires that all employees undergo a tuberculosis examination provided by the school upon initial employment, in accordance with regulations of the Pennsylvania Department of Health.
SC 1418	The Joint Operating Committee may require an employee to undergo a physical examination at the Joint Operating Committee's request.
SC 1419 Title 28 Sec. 23.45	The Joint Operating Committee shall accept an affidavit in lieu of an examination where circumstances warrant such action.
4. Delegation of Responsibility	The results of all required medical examinations shall be made known to the Executive Director on a confidential basis and discussed with the employee.
42 U.S.C. Sec. 2000ff et seq 42 U.S.C. Sec. 12112	Medical records of an employee shall be kept in a file separate from the employee's personnel file.

References:

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

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.