

**LUZERNE
INTERMEDIATE
UNIT #18**

**SECTION: PROFESSIONAL EMPLOYEES
TITLE: PHYSICAL EXAMINATION
ADOPTED: NOVEMBER 20, 2002
REVISED: SEPTEMBER 24, 2014**

414. 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 transmission of communicable diseases, physical examinations of all professional employees will be required prior to beginning employment.
2. DEFINITION	A physical examination shall be a general examination conducted by a licensed physician, certified 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. 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	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. 12202 et seq.	Medical records shall be kept in a file separate from the employee's personnel file.