

# Sylvan Height Science Charter School

**Policy Number:** 314

**Policy Title:** Physical Examination

**Approved:** November 16, 2020

**Revised:**

## **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 Sylvan Heights Science Charter School (School) employees shall be required prior to beginning employment.

## **Definition**

A **physical examination** shall mean a general examination by a licensed physician, certified registered nurse practitioner or a licensed physician assistant.

## **Authority**

After receiving an offer of employment but prior to beginning employment, all candidates shall undergo medical examinations, as required by law and as the Board of Trustees (Board) may require.[1][2][3]

The Board requires that all employees undergo a tuberculosis examination upon initial employment, in accordance with regulations of the Pennsylvania Department of Health. The examination may be provided by the School.[1][4]

The Board may require an employee to undergo a physical examination at the Board's request.[1]

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 menace to the health of others.[5][6]

## **Delegation of Responsibility**

The results of all required medical examinations shall be made known to the Superintendent on a confidential basis and discussed with the employee.

Medical records of an employee shall be kept in a file separate from the employee's personnel file.[7][3]

1. 24 P.S. § 14-1418
2. 28 PA Code § 23.43

3. 42 U.S.C. § 12112
4. 28 PA Code § 23.44
5. 24 P.S. § 14-1419
6. 28 PA § Code 23.45
7. 42 U.S.C. § 2000ff et seq.

24 P.S. § 14-1416  
42 U.S.C. § 12101 et seq.