

GREATER JOHNSTOWN CAREER & TECHNOLOGY CENTER

SECTION: EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: January 22, 2008

REVISED:

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 physical examination shall mean a general examination by a licensed physician.
3. Authority SC 1418 Title 28 Sec. 23.43 42 U.S.C. Sec. 12101 et seq	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 center 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. 23.44	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 Administrative Director on a confidential basis and discussed with the employee.
42 U.S.C. Sec. 12101 et seq	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

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