

EPHRATA AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: December 18, 2006

REVISED: November 16, 2020

| 314. PHYSICAL EXAMINATION | |
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| 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, the Board shall require physical examinations of all district employees prior to beginning employment and may require health monitoring to prevent the transmission of communicable diseases in the school setting. |
| 2. Definition | <p>A physical examination, for purposes of this policy, shall mean a general examination by a licensed physician, certified registered nurse practitioner or a licensed physician assistant.</p> <p>Health monitoring, for purposes of this policy, shall mean screening or monitoring an employee for specific symptoms that may indicate the presence of a communicable disease, in accordance with guidance from state and local health officials.</p> |
| 3. Authority | <p>After receiving an offer of employment but prior to beginning employment, all candidates shall undergo physical examinations, as required by law and as the Board may require, the expense for which shall be paid by the applicant. Forms for physicians to complete shall be made available by the Superintendent or designee.</p> <p>24 P.S. 1418 28 PA Code 23.43 42 U.S.C. 12112</p> <p>24 P.S. 1418 28 PA Code 23.44</p> <p>24 P.S. 1418</p> <p>24 P.S. 1419 28 PA Code 23.45</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. Evidence of the examination must be presented to the Director of Human Resources.</p> <p>The Board may require an employee to undergo a physical examination at the Board's request. Physical examinations required by the district will be performed at the expense of the district.</p> <p>An employee who presents a signed statement that a physical examination is contrary to the employee's religious beliefs shall be examined only when the Secretary of Health determines that facts exist indicating that certain conditions would present a substantial menace to the health of others in contact with the employee if the employee is not examined for those conditions.</p> |

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| <p>4. Guidelines</p> <p>Pol. 104</p> <p>Pol. 104</p> <p>28 PA Code 27.71, 27.72 Pol. 334, 335</p> | <p><u>Health Monitoring and Communicable Diseases</u></p> <p>The district may require employees to participate in health monitoring by designated staff to check for signs and symptoms of communicable diseases in accordance with guidance issued by state and local health officials and the Board-approved health and safety plan. An employee may request an alternative method of monitoring as a religious accommodation, and designated district staff shall assess and respond to such request in accordance with applicable law, regulations and Board policy. A request for an accommodation that would unreasonably impair workplace safety or cause undue hardship will not be granted.</p> <p>An employee with a health condition that may render a monitoring method ineffective should notify designated staff so that alternative or supplemental methods may be considered.</p> <p>Employees exhibiting symptoms that indicate health concerns shall be referred to the school nurse or designated staff for further assessment, and may be excluded from school facilities in accordance with regulations of the PA Department of Health or guidance from state or local health officials for specified diseases and infections conditions. Employees may return to school facilities when the criteria for readmission following a communicable disease have been met, in accordance with law, regulations or guidance from state or local health officials.</p> |
| <p>5. Delegation of Responsibility</p> <p>42 U.S. 12112, 2000 ff et seq</p> | <p>The results of all required physical examinations shall be made known to the Superintendent on a confidential basis and discussed with the employee.</p> <p>Medical records and other health information of an employee shall be maintained confidentially and kept in a file separate from the employee's personnel file.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1416, 1418, 1419</p> <p>State Department of Health Regulations – 28 PA Code Sec. 23.43, 23.44, 23.45, 27.71, 27.72</p> <p>Genetic Information Nondiscrimination Act of 2008 – 42 U.S.C. Sec. 2000ff et seq.</p> <p>Americans With Disabilities Act – 42 U.S.C. Sec. 12101 et seq.</p> <p>42 U.S.C. 12112</p> <p>Board Policy – 104, 334, 335</p> |