

KEYSTONE OAKS SCHOOL DISTRICT

Policy Guide

Policy No. 414
Section PROFESSIONAL EMPLOYEES
Title PHYSICAL EXAMINATION
Adopted AUGUST 21, 1989
Revised NOVEMBER 15, 1999

POLICY NO. 414 PHYSICAL EXAMINATION		
1. Purpose	In order to certify the fitness of employees to discharge efficiently the duties which they will be performing and to protect the health of students from the transmission of communicable diseases, physical examination of all professional employees will be required prior to employment.	SC 1418
2. Definition	For purposes of this policy, a “physical examination” shall mean a general examination and drug screening conducted by a licensed physician, nurse practitioner or physician’s assistant.	
3. Guidelines	<p>All new employees shall be examined by a certified physician prior to employment by the Keystone Oaks School District. Evidence of a current test for tuberculosis shall be submitted by the employee to the Superintendent’s office. The District will bear the cost of the examination if performed by the school physician at a time designated by the District. Furthermore, the Board may require a special medical examination for any school employee at any time.</p> <p>Each professional employee following a leave of absence of two weeks or more due to illness must have his or her physical/ mental condition</p>	SC 1418 SC 1418(c)

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certified by a qualified physician **or, if requested, by a physician of the district's choosing and the district will bear the cost,** before returning to duty.

A professional employee who has been on sabbatical leave for restoration of health shall be required to have a medical examination before resuming a position in the District.

The results of all required medical examinations shall be made known to the Superintendent on a confidential basis, discussed with the employee, and made a part of the employee's record. In the event of an unsatisfactory report, the Superintendent shall follow Board policy relating to "Disqualification by Reason of Health."

P.G. 415

School Code

1418

PA Code Title 28

Sec. 23.43
23.44

Board Policy

P.G. 415