

KEYSTONE OAKS SCHOOL DISTRICT

# Policy Guide

Policy No. 514

Section CLASSIFIED EMPLOYEES

Title PHYSICAL EXAMINATION

Adopted AUGUST 21, 1989

Revised JUNE 27, 2000

<b>POLICY NO. 514 PHYSICAL EXAMINATION</b>		
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 examinations of all classified employees will be required prior to employment.	SC 1418
2. Definition	For purposes of this policy, a “physical examination shall mean a general examination <b>and drug screening</b> conducted by a licensed physician, nurse <b>practitioner or physician’s assistant</b> .	
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 must be submitted by the employee to the <b>Personnel Office</b>. 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 classified employee following a leave of absence of <b>two (2) weeks</b> or more due to illness</p>	

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must have his or her physical or medical condition 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. Such examination shall certify that they are capable of performing their job duties or shall state any limitations.

The Board will accept an affidavit in lieu of an examination where circumstances warrant such action.

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."

School Code  
PA Code Title 28

Board Policy

Title 28  
Sec. 23.44

PG 515

1418  
Sec. 23.43  
23.44  
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