

# FOX CHAPEL AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: PHYSICAL EXAMINATION/  
DRUG SCREENING

ADOPTED: May 10, 2010

REVISED: May 11, 2015

314. PHYSICAL EXAMINATION/DRUG SCREENING	
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 district employees shall be required prior to beginning employment.
2. Definition	A <b>physical examination</b> shall mean a general examination by a licensed physician.
3. Authority SC 1418 Title 28 Sec. 23.43 42 U.S.C. Sec. 12112	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 may require.
SC 1418 Title 28 Sec. 23.44	The Board requires that all employees undergo a tuberculosis examination provided by the district upon initial employment, in accordance with regulations of the Pennsylvania Department of Health.
SC 1418	The Board requires that all employees undergo a drug screening provided by the district upon initial employment.
SC 1419 Title 28 Sec. 23.45	The Board may require an employee to undergo a physical examination at the Board's request.
4. Delegation of Responsibility	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.
42 U.S.C. Sec. 12112	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 pertaining to a disability 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, 23.45

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