

# CARBON CAREER & TECHNICAL INSTITUTE

SECTION: ADMINISTRATIVE  
EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: December 16, 2004

REVISED: August 17, 2006

314. PHYSICAL EXAMINATION	
<p>1. Purpose</p>	<p>In order to certify the fitness of 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 administrative employees will be required prior to beginning employment.</p>
<p>2. Definition</p>	<p>A physical examination shall mean a general examination by a licensed physician.</p>
<p>3. Authority Title 28 Sec. 23.43 42 U.S.C. Sec. 12101 SC 1418</p>	<p>After receiving an offer of employment but prior to beginning employment, all candidates shall undergo a medical examination, as required by law.</p>
<p>SC 1418 Title 28 Sec. 23.43</p>	<p>The Joint Operating Committee requires that all employees undergo a tuberculosis examination upon initial employment, in accordance with regulations of the Pennsylvania Department of Health, which shall be provided by the school.</p>
<p>SC 1418</p>	<p>The Joint Operating Committee may require an employee to undergo a physical examination at the request of the Joint Operating Committee.</p>
<p>Title 28 Sec. 23.44 SC 1419</p>	<p>The Joint Operating Committee will accept an affidavit in lieu of an examination where circumstances warrant such action.</p>
<p>4. Delegation of Responsibility</p>	<p>The results of all required medical examinations shall be made known to the Administrative Director on a confidential basis and discussed with the employee.</p>
<p>42 U.S.C. Sec. 12101 et seq School Code 1416, 1418, 1419, 1850.1 PA Code</p>	<p>Medical records shall be kept in a file separate from the employee's personnel file.</p>

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Title 28 Sec. 23.43, 23.44  42 U.S.C. Sec. 12101 et seq	
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