

# EAST STROUDSBURG AREA SCHOOL DISTRICT

SECTION: ~~ADMINISTRATIVE~~  
EMPLOYEES

TITLE: PHYSICAL EXAMINATION

ADOPTED: August 19, 2002

REVISED:

314. PHYSICAL EXAMINATION	
1. Purpose	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 <del>from the transmission of communicable diseases,</del> <u>the Board shall require</u> physical examinations of all <del>administrative</del> <u>district</u> employees <del>will be required</del> prior to beginning employment <u>and may require health monitoring to prevent the transmission of communicable diseases in the school setting.</u>
2. Definition	<p>A <b>physical examination</b>, <u>for the purposes, of this policy</u> shall mean a general examination by a licensed physician, <u>certified registered nurse practitioner or a licensed physician assistant.</u></p> <p><u>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.</u></p>
3. Authority	<p>After receiving an offer of employment but prior to beginning employment, all candidates shall undergo a <del>medical</del><u>physical</u> examination, as required by law. <del>[1][2][3]</del></p> <p>The Board requires that all employees undergo a tuberculosis examination <del>provided by the school district</del> upon initial employment, in accordance with regulations of the Pennsylvania Department of Health. <del>[1][4]</del></p> <p>The Board may require an employee to undergo a physical examination at the Board's request. <del>[1]</del></p> <p><del>The Board shall accept an affidavit in lieu of an examination where circumstances warrant such action.</del></p> <p><u>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</u></p>



	<p><a href="#"><u>8. 28 PA Code 27.71</u></a></p> <p><a href="#"><u>9. 28 PA Code 27.72</u></a></p> <p><a href="#"><u>10. Pol. 334</u></a></p> <p><a href="#"><u>11. Pol. 335</u></a></p> <p><a href="#"><u>12. 42 U.S.C. 2000ff et seq</u></a></p> <p><a href="#"><u>24 P.S. 1416</u></a></p> <p><a href="#"><u>42 U.S.C. 12101 et seq</u></a></p> <p><a href="#"><u>U.S. Equal Employment Opportunity Commission – Guidance on COVID-19, ADA, Rehabilitation Act and Other Equal Employment Opportunity Laws</u></a></p> <p><a href="#"><u>U.S. Equal Employment Opportunity Commission – Questions and Answers on Religious Discrimination in the Workplace</u></a></p>
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