

# THE SCHOOL DISTRICT OF PHILADELPHIA

No. 314  
SECTION: 300 Employees  
TITLE: Pre-Employment  
Physical Examination  
ADOPTED: December 14,  
2017  
REVISED:

## 314 PRE-EMPLOYMENT PHYSICAL EXAMINATION

### **Purpose**

In order to certify the fitness of all district employees to perform their duties effectively and in order to protect the health of students and staff from the transmission of communicable diseases, pre-employment physical examinations of all district employees shall be required prior to beginning employment.

### **Definition**

Pre-employment physical examination - a general examination by a licensed physician, certified registered nurse practitioner or a licensed physician assistant in accordance with expectations from the Pennsylvania Department of Health. [\[1\]](#)

### **Authority**

After receiving an offer of employment but prior to beginning employment, all candidates shall undergo a pre-employment physical examination and tuberculosis examination, as required by law. [\[1\]\[2\]\[3\]\[4\]](#) \_\_\_\_\_

An employee who presents a signed statement that a pre-employment physical examination or tuberculosis examination is contrary to his/her religious beliefs shall only be examined if the Secretary of Health determines that the employee presents a substantial menace to the health of others. [\[5\]\[6\]](#) \_\_\_\_\_

### **Delegation of Responsibility**

The Office of Employee Health Services is responsible for implementation of this policy and maintaining medical records.

Medical records of an employee shall be kept in a secured file separate from the employee's personnel file. [\[3\]\[7\]](#)

### **Legal References:**

- [1. 24 P.S. 1418](#)
- [2. 28 PA Code 23.43](#)
- [3. 42 U.S.C. 12112](#)
- [4. 28 PA Code 23.44](#)
- [5. 24 P.S. 1419](#)

6. 28 PA Code 23.45

7. 42 U.S.C. 2000ff et seq

Related Information:

24 P.S. 1416

42 U.S.C. 12101 et seq

Philadelphia Home Rule Charter - 12-308