Neshaminy School District

GENERAL

Every new employee, including persons employed in a substitute capacity, must have a physical examination before he/she qualifies for employment. In an emergency, the new employee may begin employment without first completing the physical, but only if the employee signs a Temporary Waiver of Physical Examination. Such employee must take the physical examination within five days after conditional employment commences. An employee may be required to take a physical examination at any time at the option of the district.

An employee is required to present evidence of physical fitness to perform his/her job who:

has been off for one year because of separation from employment.

- has worked elsewhere regardless of extent of time off
- has been involved in a non-occupational accident regardless of extent of time off.
- has been ill for five or more work days.
- has been hospitalized for any reason regardless of the extent of time off.
- has undergone surgery.
- is returning from any non-mandated leave or a sabbatical leave granted for illness.

The Cost of Physical Examinations

The cost of medical examinations required by the district before initial employment or after employment will be borne by the district, except for reasons stated in A-3 above.

Such examination as listed in A-1 and A-2 will be conducted by certified medical personnel determined by the Board.

When, as a result of a district conducted medical examination and/or test, the employee is referred to his/her personal physician for follow-up care, the cost of such care must be borne by the employee.

Tine tests or required x-ray will be administered at no expense to staff.

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