



SECTION: 425

TITLE: MEDICAL EXAMINATION REQUIREMENTS

NESHAMINY SCHOOL DISTRICT

1	I. GENERAL	Every new employee, including persons employed in a substitute capacity,	1
2		must have a physical examination before he/she qualifies for employment.	2
3		In an emergency, the new employee may begin employment without first	3
4		completing the physical, but only if the employee signs a Temporary Waiver	4
5		of Physical Examination. Such employee must take the physical examination	5
6		within five days after conditional employment commences.	6
7			7
8		An employee may be required to take a physical examination at any time at	8
9		the option of the district.	9
10			10
11		An employee is required to present evidence of physical fitness to perform	11
12		his/her job who:	12
13		• has been off for one year because of separation from employment.	13
14		• has worked elsewhere regardless of extent of time off.	14
15		• has been involved in a non-occupational accident regardless of extent of	15
16		time off.	16
17		• has been ill for five or more work days.	17
18		• has been hospitalized for any reason regardless of the extent of time off.	18
19		• has undergone surgery.	19
20		• is returning from any non-mandated leave or a sabbatical leave granted	20
21		for illness.	21
22			22
23	II. COST OF	The cost of medical examinations required by the District before initial	23
24	PHYSICAL	employment or after employment will be borne by the district for reasons	24
25	EXAMINATIONS	stated above.	25
26			26
27		Such examination as listed above will be conducted by certified medical	27
28		personnel determined by the Board.	28
29			29
30		When, as a result of a district conducted medical examination and/or test, the	30
31	Adopted 8/26/69	employee is referred to his/her personal physician for follow-up care, the	31
32	Revised: 4/3/78	cost of such care must be borne by the employee.	32
33	Revised: 5/5/80		33
34	Reviewed: 3/03	Tine tests or required x-ray will be administered at no expense to staff.	34