

IROQUOIS SCHOOL DISTRICT

Pre-Placement Physicals Policy

(Adopted: 11/21/1989)

(Revised: 11/19/2002)

PURPOSE:

To protect the health of students and staff, prospective employees must pass a pre-placement physical as a condition for employment with the District.

DEFINITION:

The pre-placement physical examination shall include

1. a medical examination
2. a Tuberculin skin test (chest x-ray, if required)
3. a drug screen through the District provider

REQUIREMENTS:

1. All individuals approved for employment by the Board of Directors shall obtain and pass a pre-placement physical examination prior to signing a contract and commencing employment.
2. The pre-placement physical evaluation may be performed by physicians and testing laboratories contracted by the School District to provide this service or by a physician of the employee's choice legally qualified to practice medicine in this Commonwealth.
3. The School District will be responsible for any expenses associated with the examination completed by the referenced provider. Should the candidate elect to schedule the health exam with his or her own physician, the District will reimburse the employee equivalent to the cost that would have been paid to a District-approved provider. Tuberculin tests or chest x-rays shall not be required of any school personnel who files with the Board of Directors an affidavit setting forth that the person depends exclusively upon prayer or spiritual means of healing in accordance with the teachings of a bona fide religious sect, denomination or organization, and that to the best of that person's knowledge and belief, he or she is in good health, and claims exemption from a health examination on these grounds.

4. The approved drug screen will be through the District provider exclusively.
5. The employee shall provide all examination results to the Superintendent on a confidential basis on forms prescribed by the PA Department of Health/Iroquois School District and completed by examining physicians.
6. Medical records shall be kept in a file separate from the employee's personnel file.