

Urban Pathways K-5 College Charter School

Board of Trustees Policy

EMPLOYEE PHYSICAL EXAMINATION POLICY

The Board of Trustees (“Board”) of the Urban Pathways K-5 College Charter School (“Charter School”) recognizes the need to protect the health of students and staff from the transmission of communicable diseases. For effective operation of the Charter School, physical examinations of all Charter School employees prior to employment at the Charter School is required.

All Charter School employees undergo a tuberculosis examination by a licensed physician, certified registered nurse practitioner or a licensed physician assistant upon initial employment, in accordance with regulations of the Pennsylvania Department of Health. In addition, all candidates for employment at the Charter School shall undergo all medical examinations as required by law for their prospective positions. Please see *28 PA Code 23.43, 42 U.S.C. 12112, & 28 PA Code 23.44* for more information on what is required for Charter School employees.

Medical records of all Charter School employees shall be kept in a file separate from the employee's personnel file and made available to the CEO on a confidential basis. All Employee records shall not be available to the Board except as may be required in the performance of its functions as a Board which may include the authority of the Personnel Committee to specifically review evaluations as part of the collective authority to the Board. Please see the Charter School’s Employee Files Policy for more information.

Any Charter School employee may submit to the CEO or his/her designee a signed statement that a medical examination is contrary to his/her religious beliefs. That employee shall be examined only when the Pennsylvania Secretary of Health determines that the employee presents a substantial menace to the health of others. Please see the Pennsylvania Department of Health’s Resources for School

Representatives:

https://www.health.pa.gov/I_am_a/School%20Representative/Pages/School-Representative.aspx

*References: 28 PA Code 23.43; 42 U.S.C. 12112; 28 PA Code 23.44; 24 P.S. 1419;
28 PA Code 23.45; 42 U.S.C. 2000, et seq; 24 P.S. 1416; 24 P.S. 1732A; 42 U.S.C. 12101, et
seq*

**TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED
TO CONFLICT WITH THE CHARTER OR APPLICABLE STATE AND/OR
FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS AND/OR
CHARTER CONTROL.**