

Health Examinations

New Employees

Except as provided in paragraph three no person shall be employed initially unless he/she has submitted to a tuberculosis examination within the past 60 days to determine whether he/she is free from active tuberculosis. The tuberculosis examination shall consist of an approved intradermal tuberculin test. An X-ray of the lungs shall only be required if the intradermal test is positive.

Each employee shall place on file with the district a certificate from the examining physician or health clinic showing that the employee is free from active tuberculosis. Persons who have not complied with provisions of this policy shall not be allowed to work in any school of the district.

A person who transfers his/her employment from one school or school district to another shall be deemed to meet the above requirements (a) if that person can produce a certificate which shows that he/she was examined within the past four years and was found to be free of communicable tuberculosis, or if it is verified by the school previously employing him/her that it has a certificate on file which contains that showing

The Governing Board shall follow provisions of Education Code 49406(g) in those cases where an employee's religious belief prevents them from undergoing a physical examination.

Current Employees

All employees who test negative on tuberculin skin tests shall be required to undergo a tuberculosis examination at least once every four years. This examination shall be provided at district expense. (Education Code 49406)

If the Superintendent or designee has probable cause to suspect that an employee has an infectious, contagious or communicable disease, or an illness or ailment which would directly affect the health and welfare of students, he/she shall have the authority to require a medical examination administered by a physician licensed under the Business and Professions Code. The cost of such examination shall be at the expense of the district. (Education Code 44839, 45122, 5 CCR 5504)

Employees whose mental health is in question may be subject to review by a psychiatric panel in accordance with Education Code 44942.

(cf. - SEIU Negotiated Agreement)

(cf. - CSEA Negotiated Agreement)

(cf. 4119.41/4219.41/4319.41 - Employees with Infectious Disease)

Legal Reference:

EDUCATION CODE

44839 Medical certificate; periodic medical examination

44839.5 Requirements for employment of retirant

44932 Grounds for dismissal of permanent employee

44942 Suspension or transfer of certificated employee on ground of mental illness, psychiatric examination; mandatory sick leave

45122 Physical examinations

49406 Examination for tuberculosis

CODE OF REGULATIONS, TITLE 5

5502-5503 Physical examination for retirants employed as substitute teacher, etc.

5504 Medical certification procedures

Policy FRESNO UNIFIED SCHOOL DISTRICT

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