

HEALTH EXAMINATION

All new employees not presently required by law to furnish evidence of a satisfactory physical examination prior to employment may be required by the Superintendent or his designee to undergo a complete physical examination from a licensed physician prior to the first working day. The Board of Education reserves the right to refuse employment of any person whose report of physical examination reveals physical defects which the Board considers would reduce the effectiveness of the applicant if employed in the position for which application was made.

The governing board reserves the right to require periodic medical examinations by a physician and surgeon licensed under the Business and Professions Code of all certificated employees in order to determine that each such employee is free from communicable diseases which render the employee unfit to instruct or associate with children. Examinations of this type shall be at the expense of the district.

On the request of the superintendent of schools, and for reason, the governing board may require an employee who shows evidence of any physical disorder which may be interfering with job performance to undergo examination by a licensed physician and surgeon selected by the district. The employee has the right, in such case, to have a similar examination by his/her own physician, who may also attend the employee during the district examination. The district shall pay all costs of such examination, and all parties shall receive all reports of such examination.

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

TUBERCULOSIS EXAMINATION

It is the responsibility of each employee to maintain a current certification that they are free of active tuberculosis on file with the district. Failure to do so will result in immediate suspension without pay until the necessary certificate is on file in the District.

The tuberculosis examination may be either an X-ray of the lungs taken by a competent and qualified X-ray technician and subsequently interpreted by a physician and surgeon licensed under Chapter 5 of Division 2 of the Business and Professions Code, or an approved intradermal tuberculosis test which, if positive, shall be followed by an X-ray of the lungs.

All employees are required to renew the certification at least once each four years.

LEGAL REFERENCE**CALIFORNIA 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 (classified personnel)
49406	Examination for tuberculosis

ADMINISTRATIVE CODE, TITLE 5

5502-5503	Physical examination for retired persons for service as substitute teacher, etc.
5504	Medical certification procedures