



All Personnel

Health Examinations

New Employees

As a condition of employment, applicants shall be required to undergo a physical examination to show that they are free from any disabling disease. A medical certificate showing that the employee is free from any disabling disease, in good health and fit for service shall be signed and submitted to the governing board by a physician licensed under the Business and Professions Code. The cost of the examination shall be borne by the applicant.

No person shall be employed initially unless he/she has submitted to a tuberculosis examination within the past sixty (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. (If the applicant is accepted for employment, cost of the tuberculin examination will be borne by the district).

No person shall be employed initially as a substitute or be allowed to volunteer in any public school unless he/she has submitted to a tuberculosis examination within the past sixty (60) days to determine if 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. (The cost of the examination shall be borne by the volunteer or substitute employed).

Each employee or substitute shall place on file with the district a certificate from the examining physician 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.

Each volunteer in a public school shall place this certificate on file at the school where the person is volunteering services. Persons who have not complied with provisions of this policy shall not be allowed to work or volunteer in any school of the district.

Persons transferring from another district shall fulfill the requirements of this policy by either:

- a) producing a certificate showing that the employee was examined within the last four (4) years and found free of active tuberculosis;
- b) having the last employing school verify that a current certificate is on file; or
- c) undergoing the tuberculosis examination.

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



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All employees who test negative on tuberculin skin tests shall be required to undergo a tuberculosis examination at least once every four (4) years. This examination shall be provided by the district or at district expense. (Education Code 49406)

All substitute employees and school volunteers who test negative shall be required to undergo a tuberculosis examination at least once every four (4) years. The cost of the examination shall be borne by the substitute employee or school volunteer.

If the superintendent has probable cause to suspect that an employee has an infectious, contagious or communicable disease or an illness or ailment that 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. (The superintendent may prohibit an employee from returning to work who has not been unconditionally released by competent medical authority).

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

Health Certificates – (Food Service Workers)

All food service workers who cook, serve or handle food are required to obtain a health certificate before being assigned to work in any cafeteria or kitchen in the district. If a disease is suspected, subject to local ordinance, a blood test may be required. Periodic health examinations may be required.