

ALL PERSONNEL

Health Examinations

New Employees

County Office of Education employees shall comply with all the health examination and assessments required by California law.

All applicants for employment in certified and classified positions may be required to undergo a pre-employment physical ability test to determine whether they are physically able to perform the duties of specific jobs.

Tuberculosis Risk Assessments and Examinations

No applicant shall be initially employed by the County Office of Education in a classified or certificated position unless he/she has submitted to a tuberculosis risk assessment within the past 60 days, and, if tuberculosis risk factors are identified, has been examined to determine that he/she is free of infectious tuberculosis by a physician, a physician assistant, or a nurse practitioner. If no risk factors are identified, an examination is not required. An applicant may submit to an examination instead of submitting to a tuberculosis risk assessment.

The applicant shall submit to the Personnel Services Department a certificate signed by an authorized health care provider indicating that he/she is free of active tuberculosis.

The cost of the pre-employment tuberculosis examination shall be paid by the applicant.

An applicant who was previously employed in another California school district, County Office of Education, or private school may fulfill the requirement either by producing a certificate showing that he/she was found to be free of active tuberculosis within 60 days of initial hire, or by having his/her previous employer verify that it has on file a certificate which contains that evidence.

Every employee who has no identified risk factors or who tests negative for the tuberculosis infection shall be required to undergo a tuberculosis risk assessment every four years. If risk factors are identified, an examination will be required at least once every four years or more often upon recommendation of the county health officer. An employee with a documented positive test for tuberculosis infection that has been followed up by an X-ray, shall no longer be required to submit to the examination but shall be referred to the county health officer within 30 days of the examination to determine the need for follow-up care.

Tuberculosis assessments or examinations for employees shall be provided by the County Office of Education or reimbursement shall be provided to the employee.

The Superintendent or designee may exempt a pregnant employee from the requirement that a positive tuberculin skin test be followed by an x-ray of the lungs, for a period not to exceed 60 days following termination of the pregnancy.

Medical Certification for Communicable Diseases for Certificated Employees

The County Office of Education shall not fill a position requiring certification with an applicant who has not previously been employed in a certificated position in California or a retirant who has not been employed as a retirant, unless a medical certification is on file that has been completed and submitted directly to the Personnel Services Department by an authorized health care provider.

The medical certification shall certify that the applicant or retirant is free from any disabling disease which would render him/her unfit to instruct or associate with children. The medical examination referred to in the certificate must have been conducted within six months of the date that the certificate is filed.

Applicants and retirants shall pay for the cost of obtaining the medical certification.

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
- 45122 Physical examinations
- 49406 Examination for tuberculosis

HEALTH AND SAFETY CODE

- 121525 Prerequisite to employment in schools; continuing examinations; "certificate" defined

CODE OF REGULATIONS, TITLE 5

- 5502 Filing of notice of physical examination for employment of retired persons
- 5503 Physical examination for employment of retired persons
- 5504 Medical certification procedures