

Dickson County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Personnel Health Examinations/ Communicable Diseases	Descriptor Code: 5.400	Issued Date: 08/23/12
		Rescinds: 5.4000	Issued: 6/22/2006

- 1 All employees, prior to entering service, shall present a certificate showing a satisfactory health record.
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- 3 Employees shall inform the director of schools/designee whenever they contract a contagious or com-
- 4 municable disease. No employee who has any communicable disease shall perform his/her duties in
- 5 any location where such might endanger the health of students. The Director/designee shall require any
- 6 employee to submit to a physical examination by a physician whenever there is reason to believe that the
- 7 employee has any communicable disease. (TCA 49-2-203b2, 49-5-710a7; 49-5-404)
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- 9 The Director of Schools shall reassign or suspend any employee suspected of having a communicable
- 10 disease which might endanger the health of others, only to the extent necessary to minimize the risk of
- 11 transmitting the disease. (TCA 49-5-404)
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- 13 To assist the Board in making final disposition of the case, the Director of Schools may refer the case
- 14 to the County Department Office or other medical experts. The Director/designee will then consider the
- 15 written report when determining the employment status of the employee.
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- 17 The Director/designee may request that further examinations be conducted by a physician or County
- 18 Health Department and may request periodic re-examinations after the employee has returned to work.
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- 20 Employee health records will be treated as confidential medical records and kept in a separate file.
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Cross References:

Section 504 & ADA Grievance Procedures 1.802
Suspension/Dismissal 5.200-202