

<b>Bartlett City Board of Education</b>		<b>5004</b>
Descriptor Term: <b>HEALTH EXAMINATIONS/COMMUNICABLE DISEASES</b>	Descriptor Code: <b>Personnel</b>	Issue Date: <b>02/27/2014</b>
	Rescinds:	Revised:

- 1 All employees, after an offer of employment has been made and prior to entering service, shall  
2 present a certificate of health showing a satisfactory health record and fitness to perform the  
3 essential functions of the job.<sup>1</sup> The Superintendent shall also require any employee to submit to  
4 a physical health examination whenever there is reason to believe that the employee has or may  
5 have contracted a communicable disease.<sup>2</sup> An employee shall report to the Superintendent within  
6 72 hours a positive diagnosis of a communicable disease. No employee who has a communicable  
7 disease shall perform his or her duties in any location where such might endanger the health of  
8 school children. The National Centers for Disease Control and Prevention shall be the definitive  
9 authority on the identification and transmission of communicable diseases.
- 10 Any employee suspected of having a communicable disease which might endanger the health of  
11 school children may be reassigned or excluded from work until documentation from the examining  
12 physician certifies the employee's fitness for duty.<sup>3</sup>
- 13 To assist in making final disposition of the case, the Superintendent may refer the case to the  
14 Shelby County Health Department or other medical experts. The physician's written report shall  
15 be used to determine the employment status of the employee.

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<sup>1</sup> T.C.A. §49-5-404; TRR/MS 0520-1-3-.08(2)(f)

<sup>2</sup> T.C.A. §49-2-203(b)(2); T.C.A. §49-5-710(a)(7); T.C.A. §49-5-404

<sup>3</sup> T.C.A. §49-5-511(a)(3)