

Kingsport City Schools

Monitoring: Review: Annually, in March	Descriptor Term: Personnel Health Examinations/ Communicable Diseases	Descriptor Code: 5.400	Issued Date: 02/03/11
		Rescinds:	Issued:

1 Prior to commencement of the employment duties, each new regular employee shall be required to have
2 a physical exam by a designated physician resulting in a certificate of health showing fitness to perform
3 the essential functions of the job¹.

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5 Any employee shall report to the Superintendent of Schools within 72 hours a positive diagnosis of a
6 communicable disease that might endanger the health of children (as communicated in the Employee
7 Handbook). The National Centers for Disease Control and Prevention shall be the definitive authority on
8 the identification and transmission of communicable diseases.

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10 The Superintendent may reassign or suspend any employee who is believed to have a communicable
11 disease that might endanger the health of children², pending investigation and final disposition of the case
12 (exception Acquired Immune Deficiency Syndrome – HIV/AIDS; see policy 5.401). The Superintendent
13 may require a physical examination by a designated, competent physician whenever there is reason to
14 believe that an employee has a communicable disease³. Such required examinations may include a
15 second opinion and shall be made at the System's expense when initiated by the employer.

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17 The Superintendent shall consult with the employee and may consult with the employee's physician, if
18 requested by the employee. The Superintendent shall determine appropriate action based on competent
19 medical judgment formed in light of current medical knowledge, the law of the land and appropriate
20 balancing of the rights and dignities of all affected persons and other relevant concerns. The
21 Superintendent may seek the advice and counsel of medical experts to assist in making his/her
22 determination of the affected person's status of employment and/or assignment⁴.

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Legal Reference:

- 35 1. TRR/MS 0520-1-3-.08(2)(f)
36 2. TCA 49-5-404
37 3. TCA 49-2-203(b)(2)
38 4. TCA 49-5-511

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Cross Reference:

- 40 Safety 3.201
41 Acquired Immune Deficiency Syndrome 5.401
Hepatitis B 5.402