

Franklin Special Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Health Examinations/ Communicable Diseases	Descriptor Code: 5.400	Issued Date: 09/14/98
		Rescinds: GBRA/ GCRA/GC	Issued: 08/09/93

1 All employees, prior to entering service, shall present a certificate showing a satisfactory health record.¹
 2 Employees shall inform the director of schools whenever they contract a contagious or communicable
 3 disease.

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 5 No employee who has any communicable disease shall perform his/her duties in any location where such
 6 might endanger the health of school children. The Board shall require any employee to submit to a
 7 physical examination by a physician whenever there is reason to believe that the employee has any
 8 communicable disease.²

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 10 The director shall reassign or suspend any employee who is suspected of having a communicable disease
 11 which might endanger the health of children, pending investigation and final disposition of the case before
 12 the Board.³

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 14 To assist the Board in making final disposition of the case, the director of schools may refer the case to
 15 the County Health Office or other medical experts. The office or panel shall conduct an individualized
 16 inquiry and make a written report which specifically addresses:

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 18 1. The nature of the risk (how the disease is transmitted);
 19 2. The duration of the risk (how long the carrier is infectious);
 20 3. The security of the risk (what is the potential harm to third parties); and
 21 4. The probabilities the disease will be transmitted and will cause varying degrees of harm.

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 23 The Board shall use the written report to determine the employment status of the employee.
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 34 Legal References:

- 35 1. TRR/MS 0520-1-3-.08(2)(f)
 36 2. TCA 49-2-203(b)(2); TCA 49-5-710(a)(7); TCA 49-5-404
 37 3. TCA 49-5-511

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 34 Cross References:

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