

Hardeman County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Personnel Health Examinations/ Communicable Diseases	Descriptor Code: 5.400	Issued Date: 08/12/10
		Rescinds: 5.400	Issued: 01/21/00

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 state-required reportable com-
 3 municable disease that might endanger the health of school children or staff.

4
 5 No employee who has any communicable disease shall perform his/her duties in any location where
 6 such might endanger the health of school children. The Board shall require any employee to submit to
 7 a physical examination by a physician whenever there is reason to believe that the employee has any
 8 communicable disease.²

9
 10 The director of schools shall reassign or suspend any employee who is suspected of having a commu-
 11 nicable disease which might endanger the health of children, pending investigation and final disposition
 12 of the case before the Board.³

13
 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.

16
 17 The Board shall use the written report to determine the employment status of the employee.

18
 19 All costs for physical examinations and tests required by the Board will be the responsibility of the em-
 20 ployee.

21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41

Legal References:

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

Cross References:

Section 504/ADA Grievance Procedures 5.501
 Suspension/Dismissal 5.200-202