

CLASSIFICATION: All Personnel**ADOPTED: 5/15/90****REVISED: 5/23/01****SUBJECT: Medical Examinations****PAGE: 1 of 2**

The County Superintendent of Schools is committed to providing a safe, efficient, and productive work place at the San Diego County Office of Education and auxiliary facilities. In support of this objective, the County Superintendent of Schools requires successful completion of a preplacement (post-offer) medical examination, subject to any applicable legal requirements, as a condition of employment for all job classifications in the offices, schools, and programs operated by the County Superintendent of Schools. Notice of the preplacement medical examination program shall be included in each employment opportunity bulletin or other job announcement issued by the County Superintendent of Schools or Personnel Commission. The County Superintendent of Schools designates the Assistant Superintendent, Human Resources, to implement the preplacement medical examination program.

The preplacement medical examination will be performed by a qualified medical provider selected by the County Superintendent of Schools at no cost to the applicant. The examination shall include laboratory analysis of a blood or urine sample for the presence of drugs or alcohol. Prior to the time the blood or urine sample is taken for analysis, the applicant will have authorized release of screening test results to the County Superintendent of Schools. Any applicant who refuses to authorize the release of these results will be considered for employment based upon other information without necessary medical information to determine whether the applicant can safely and satisfactorily perform fundamental job duties of the employment position.

An applicant who submits a blood or urine sample that tests positive for the presence of any illegal drug may be immediately discontinued from consideration for employment. However, any applicant who tests positive for any illegal drug or for an unacceptable level of drugs or alcohol shall have a reasonable opportunity to explain the positive test result to the Director, Human Resources, before any action is taken as a result of the test. An applicant who submits a blood or urine sample that tests positive for the presence of any other drug or alcohol at levels which the County Superintendent of Schools determines would impair the applicant's ability to satisfactorily and safely perform as an employee may be discontinued from consideration for employment. All positive drug tests shall be automatically confirmed by a second test utilizing a different laboratory.

SAN DIEGO COUNTY OFFICE OF EDUCATION

**ADMINISTRATIVE
REGULATION NO. 4008**

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The County Board of Education and the County Superintendent of Schools shall not unlawfully discriminate against anyone on the basis of physical or mental disability or medical condition. (See Board Policy Nos.: 4002, 4007, and 4009.) Any refusal to hire an applicant who is an otherwise qualified individual with a physical or mental disability or a medical condition under state or federal law, will be based upon individualized medical inquiry which shows the applicant, because of his/her physical or mental disability or medical condition, is unable to perform the essential duties of a particular position even with reasonable accommodations; or the applicant cannot be reasonably accommodated without undue hardship and administrative burdens or without a fundamental alteration of a position or program.

A refusal to hire will not be made until the applicant has been provided a reasonable opportunity to provide medical evidence of fitness for employment to the Director, Human Resources, at the applicant's expense.

Board Policy No.: 4008

Derivation: Former Administrative Regulation 4308, Adopted 5/15/90, Amended, Renamed, and Renumbered 4008, 6/14/95. Amended 5/23/01.

Legal Reference: Civil Code
51
Government Code
12926-12926.1, 12940
United States Code, Title 42 12101 et seq., ADA (P.L. 101-336)