

CLASSIFICATION: All Personnel

ADOPTED: 5/9/90

REVISED: 5/10/95

SUBJECT: Medical Examinations

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PREPLACEMENT MEDICAL EXAMINATIONS

The County Board of Education and the County Superintendent of Schools are committed to providing a safe, efficient, and productive workplace at the County Office of Education and auxiliary facilities. In support of this objective, successful completion of a preplacement (post-offer) medical examination, subject to any applicable legal requirements, is required as a condition of employment for all job classifications in the offices, schools, and programs operated by the County Superintendent of Schools.

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 controlled substances or alcohol.

TUBERCULOSIS TESTS

Continuing employees shall undergo periodic tuberculosis tests once every four years or in accordance with law.

PERIODIC EXAMINATIONS

The County Superintendent of Schools or his/her designee, may require an employee who shows evidence of any medical or psychological condition which may be interfering with job performance to undergo examination by a licensed physician and surgeon selected by the County Superintendent of Schools at the expense of the County Superintendent of Schools. Both the County Superintendent of Schools and the employee shall be entitled to all reports of such examinations. Any such reports shall be treated as confidential medical records.

Additional examinations may be required, if necessary, to provide or corroborate medical information. The cost of such examinations shall be borne by the County Superintendent of Schools.

Employees with medical or psychological conditions which render them unfit to work and which cannot reasonably be accommodated may be subject to dismissal or termination from employment upon expiration of any leaves to which entitled and to any rights to reemployment under state or federal law.

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RETIRANTS

Any retirant not previously employed as a retirant shall, as a condition of employment, submit a medical certificate at the retirant's own expense, showing whether the retirant is free from any disabling disease unfitting the retirant to work with children. Periodic medical examinations may be required of a retirant under the same terms as those required of initially employed retirants except that such examinations shall be at the expense of the County Superintendent of Schools.

Administrative Regulation No.: 4008

Derivation: Former Board Policy No. 4308, Pre-placement Medical Examinations, Adopted 5/9/90. Amended, Renamed, and Renumbered 4008, 5/10/95.

Legal Reference: Education Code
44839, 44839.5, 44932, 45122, 49406
California Code of Regulations, Title 5
5502 - 5504