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| SERVICE:   | Certificated  | HEALTH STANDARDS |
| ISSUED BY: | Pers. Research (08-09-09)   |                  |
| REPLACES:  | PG: E 8 (6-24-87)   |                  |
| REFERENCE: | Board Rules 1940, 1941, 1942, 1944, 1946, 1950, 1951, 1953, 1955,<br>Education Code Section 49406 and 44839 |                  |
| CHANGES:   | Added information regarding Form 8459.  |                  |

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1. Health Approval for Employment.

- a. A Certificate of Medical Examination (Form 8457-12) completed and signed by a licensed physician shall be required of all certificated applicants with the exception of teacher assistants and counseling assistants. Form 8457-12 shall be submitted to the District by the applicant's physician. The medical examination shall have been conducted not more than six months before the beginning of service, and the cost of the examination shall be at the expense of the applicant (E.C. 44839).
- b. The employment and assignment of all persons will, in each instance, be dependent upon an individual evaluation of such persons and applicable rules.

2. Tuberculosis Clearance. Each applicant, classified, unclassified, and certificated shall submit evidence that within the preceding sixty days prior to initial employment, he/she was examined and found to be free from active tuberculosis. Form 8459-13 may be used to document these results. Certain temporary, non-certificated applicants who do not come into frequent or prolonged contact with students are exempted from such requirement. The examination shall be obtained at the applicant's own expense from a licensed physician or health agency and must be determined by a Mantoux skin test (a Tine test is not acceptable). The skin test, if found positive, shall be followed by an X-ray of the lungs.

Thereafter, all employees, except those exempted from this requirement, shall be required to undergo the foregoing examination once each four years as stipulated by Education Code Section 49406.

3. Handicapped Persons.

- a. A handicapped person is an applicant or employee who has a physical or mental impairment which substantially limits one or more major life activities.
- b. Handicapped persons shall not be subjected to discrimination in employment solely by reason of a handicap. Reasonable accommodations may be granted when, with such accommodation, the applicant or employee is able to perform satisfactorily the core duties of the position for which applying or to which assigned and provided the person's disability does not present a hazard to students, other employees, or himself/herself. An accommodation is reasonable when it does not impose an undue hardship on the programs or activities of the District.

- c. Reasonable accommodations for handicapped applicants or employees may include special assistance, facilities, equipment, assignments, job restructuring, and aides. Accommodation requests of classified and certificated District handicapped applicants and employees shall be reviewed and approved or disapproved by a District committee. The Division of Risk Management and Insurance Services is responsible for coordinating such committee.

4. Health Requirements for Retention in Service.

- a. The health requirements for employees returning from illness leave or absence or otherwise being examined for retention in service, shall be based on the individual's physical and mental capacity which would enable the employee to perform assigned work satisfactorily without hazard to self, other employees, students, or other persons.
- b. For specific information regarding health approval upon return from leave or absence, refer to Policy Guide: L 2, Leave or Absence, General Information, or to the appropriate specific leave or absence policy guide.

5. Review Health Examinations.

- a. The immediate administrator may require an employee to undergo a health review examination by the District Medical Director or a medical consultant employed under a personal services contract at any time to determine the employee's ability to satisfactorily perform assigned duties.
- b. Any physical or mental condition that affects an employee's ability to perform his or her duties in a safe or satisfactory manner may be cause for dismissal from the District.