

CLOVIS UNIFIED SCHOOL DISTRICT

PERSONNEL

Certificated, Classified, Administrative and Supervisory

HEALTH/PHYSICAL EXAMINATIONS

PURPOSE: To identify the District's required physical exams for Operations Unit employees and required tuberculosis tests for all employees.

A. Physical Examination

After an offer of employment has been made, each applicant for a position within the Operations Unit shall be required to undergo a physical examination administered by a physician or agency selected by the Superintendent or designee. A medical certificate showing that the applicant does not use any controlled substance listed in Chapter 2 (commencing with Section 11053) of Division 10 of the Health and Safety Code, and is in good health and fit for service shall be signed and submitted to the Superintendent or designee by a physician licensed under the Business and Professions Code. The cost of the physical examination shall be borne by the applicant.

B. Fitness for Duty

When required by the Superintendent or designee, all candidates for positions within the District may be required to undergo a physical examination to certify their fitness for service in the position for which they are applying after the offer of employment for the new position has been made.

The results of all required medical examinations shall be made known to the Superintendent or designee on a confidential basis and made a part of the employee's personnel record.

The Superintendent or designee may, in accordance with this policy and any accompanying regulation, also require a physical examination of any employee at any time, whenever in the judgment of the Superintendent or designee the employee shows evidence of deviation from normal health.

C. School Bus Drivers and other Designated Employees

Bi-annual physical examinations administered by a physician or agency selected by the Superintendent or designee are required of all school bus drivers and employees requiring a Class II license for their job requirements. Certification of fitness to efficiently discharge the duties of a school bus driver and any other designated employee is required for continued employment in this position.

D. TB Test

All applicants for employment and existing employees shall undergo the state prescribed test for tuberculosis, subject only to the limited exemptions found in Education Code section 49406.

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Education Code section 49406 requires school district employees to undergo an examination for tuberculosis (TB) every four years to confirm they are free of TB. The cost of the initial TB test shall be paid by the applicant. Evidence of the x-ray or skin test shall be submitted in writing to the Superintendent or designee.

Following the initial TB report, all employees shall be required to undergo the aforementioned examination at least once every four years. Renewal TB clinics for all employees will be administered annually by the District for no charge.

All testing and medical examinations shall be conducted in accordance with state and federal law, Board policy, and administrative regulation.

Adopted: 07/23/1975

Reviewed: 06/11/2007

Amended: 09/10/1975, 03/23/1977, 09/26/1979, 06/10/1981, 08/22/1990, 10/08/1991, 12/1992, 02/22/2006, 01/14/2015, 10/21/2020 (BP 6203 renumbered as BP 4112.4, 4212.4, 4312.4)

EDUCATION CODE

44839 Medical certificate; periodic medical examination

44839.5 Requirements for employment of retirant

45122 Physical examinations

49406 Examination for tuberculosis

HEALTH AND SAFETY CODE

11053-11058 Substance schedules

CODE OF REGULATIONS, TITLE 5

5504 Medical certification procedures

CALIFORNIA CONSTITUTION

Article 1, Section 28(c) Right to Safe Schools

Doc# 42311-6 (08/2020, None (AR only 12/2014))