

**All Personnel**

BP 4112.4

4212.4

**HEALTH EXAMINATIONS**

4312.4

**New Employees**

The Superintendent or designee shall ensure that new district employees comply with all the health examination requirements of California law.

Once a conditional offer of employment has been made, prospective employees shall undergo a pre-employment drug screening for any substance which could impair such employee’s ability to safely and effectively perform his/her job functions. This screening shall be part of the employee’s physical examination. All medical examinations shall be conducted in accordance with state and federal law, and in accordance with Board policy and administrative regulations.

**Current Employees**

Continuing employees shall undergo periodic tuberculosis tests once every four years in accordance with law. (Education Code 49406)

The Governing Board is concerned about the prevalence of tuberculosis in our community and may require continuing employees to undergo tuberculosis tests when warranted upon the recommendation of the local health officer.

*(cf. 4119.41 – Employees with Infectious Disease)*

This policy shall also include student teachers serving under the supervision of a designated master teacher and all substitute employees, as well as volunteers.

*Legal Reference:*

EDUCATION CODE

44839 Medical certificate; periodic medical examination

44839.5 Requirements for employment of retirant

44932 Grounds for dismissal of permanent employee

44942 Suspension or transfer of certificated employee on ground of mental illness, psychiatric examinations; mandatory sick leave

45122 Physical examinations

49406 Examination for tuberculosis

CODE OF REGULATIONS, TITLE 5

5502-5503 Physical examination of retirants employed as substitute teacher; etc.

5504 Medical certification procedures

COURT DECISIONS

*Loder vs. City of Glendale, (1997) 14 Cal. 4<sup>th</sup> 846*

*National Treasury Employees Union v. Von Raab, (1989) 489 U.S. 656*

*Skinner v. Railway Labor Executives’ Assn, (1989) 489 U.S. 602*

**Policy**

adopted: February 24, 1997

revised: August 13, 2001

**CAPISTRANO UNIFIED SCHOOL DISTRICT**

San Juan Capistrano, California