

## **EMPLOYEE HEALTH CERTIFICATES**

All new employees to New Hanover County Schools as well as employees who have been separated from public school employment for more than one (1) school year shall submit to the Division of Human Resources, before assuming their duties, a fully completed health certificate. The certificate must be completed by an authorized health care provider certifying that the employee does not have any physical or mental disease, including tuberculosis in the communicable form, or other communicable disease, that would impair the ability of the person to perform effectively his/her duties.

Any employee who has been absent for more than 40 successive school days, because of a communicable disease must, before returning to work, submit to the Division of Human Resources, a certificate that has been completed by an authorized health care provider certifying that the employee is free from any communicable disease that would impair the ability of the person to perform effectively his/her duties.

An authorized health care provider, for purposes of this Policy, is a physician licensed to practice in North Carolina, a nurse practitioner approved under NCGS §90-18(14) or a physician's assistant licensed to practice in North Carolina, or with respect to a person initially employed in the New Hanover County Schools, any of the following who holds a current unrestricted license or registration in another state, as long as evidence of that license or registration is on the certificate: a physician, a nurse practitioner and a physician's assistant.

The certificate shall be issued only after a physical examination has been made at the time of certification and on the form provided by the New Hanover County Schools' Division of Human Resources.

In compliance with federal laws, New Hanover County Schools administers all educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability or gender, except where exemption is appropriate and allowed by law.

LEGAL REFS: NCGS §115C-323, NCGS §90-18(14)

CROSS REF: Policy 6340 Personnel File

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