

EMPLOYEE HEALTH EXAMINATIONS

Policy Statement

All candidates for employment shall provide the Trumbull Board of Education with a completed certificate of health, which must include PPD/or chest X-ray results, only after a conditional offer of employment has been made.

An employee may be required to have a medical examination when circumstances warrant such examination to verify one's ability to perform job related duties or because of absence due to illness or accident as determined by the Superintendent of Schools or his/her designee in consultation with the School Medical Adviser.

Adopted: 06/20/78
Revised: 05/20/86,
11/07/90, 02/24/04

4112.4/Employee Health Examinations

Regulations

1. Completed certificate of health forms, PPD's and/or x-rays, are to be done by the employee's physician at the employee's expense. This requirement is to be met before one's first day of employment. Any exceptions to this requirement must be approved by the Superintendent's Office.
2. Food service staff having any infectious and/or communicable diseases may be excluded from jobs involving food handling if the employer is unable to eliminate the risk of transmission by reasonable accommodation.
3. Any employee, new or presently employed, with a history of positive PPD or tine test or electing not to have a PPD must furnish evidence of a negative chest X-ray. Evidence of chest X-ray must be submitted in writing to the School Medical Adviser. No further X-rays will be required unless symptoms or health condition warrants. The employee's supervisor is responsible for risk assessment. If symptoms should appear such as coughing or coughing up blood, the employee's supervisor will be responsible for referring the employee to the school nurse for further assessment.
4. All required medical examinations shall be done by a licensed physician and the results of the physical examination shall be reported by the physician and certified to by signature on standard forms determined by the Superintendent of Schools or his/her designee in consultation with the School Medical Adviser.

Accepted: 06/20/78

Revised: 05/20/86

11/07/90, 02/24/04

Reference

- Federal Law: Americans with Disabilities Act of 1990.
- Tuberculosis Screening Guidelines for Connecticut Schools, Connecticut Department of Health, May 2000.

TRUMBULL PUBLIC SCHOOLS
TRUMBULL, CONNECTICUT

CERTIFICATE OF HEALTH

Based on a physical examination of _____, I hereby
certify that from a health standard, she/he is able to perform the duties and
responsibilities of her/his job.

PPD and/or chest X-ray results _____

Signed _____ M.D.

Name _____

Address _____

Date _____