

	<b>MURFREESBORO CITY SCHOOL BOARD POLICY</b>		
	Descriptor Term:	Descriptor Number:	Date Adopted:
	HEALTH EXAMINATIONS, COMMUNICABLE DISEASES AND MEDICAL REQUIREMENTS	PER 12	4/79
	Revision Adopted:		
	12/87; 8/01		

### HEALTH EXAMINATIONS

Each employee, prior to entering service, shall present a certificate showing a satisfactory health record which shall consist of the results of a tuberculin test and a physician's statement indicating the individual is free of contagious and communicable disease.

### BUS DRIVERS

The State Board of Education shall require annual physical and mental examinations of school bus drivers and require reports to be made on forms prescribed by the Board. It is the duty of the State Board of Education to revoke the certificate of any school bus driver found to be physically, mentally or morally unfit to operate a school bus, or who has been guilty of operating a school bus while under the influence of intoxicating beverages.

### COMMUNICABLE DISEASES

Employees shall inform the Director of Schools whenever they contract a contagious or communicable disease which might endanger the health of school children. The Director of Schools shall reassign or suspend any employee who is suspected of having a communicable disease which might endanger the health of children, pending investigation and final disposition of the case before the Board of Education. No employee who has any communicable disease shall perform his/her duties in any location where such might endanger the health of school children. The Board shall require any employee to submit to a physical examination by a physician whenever there is reason to believe that the employee has any such communicable disease.

To assist the Board in making final disposition of the case, the Director of Schools shall refer the case to the Rutherford County Health Department or other panel of medical experts. The office, or panel, shall conduct an individualized inquiry and make a written report which specifically addresses:

1. The nature of the risk (how the disease is transmitted);
2. The duration of the risk (how long the carrier is infectious);
3. The security of the risk (what is the potential harm to third parties); and
4. The probabilities the disease will be transmitted and will cause varying degrees of harm.

The Board shall determine in light of the written report whether any reasonable accommodation can be made to retain the employee.

## MAJOR SURGERY OR ILLNESS

After major surgery or illness, all school employees will present a physician's statement indicating ability to resume their usual duties.

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### Legal References:

TRR/MS 0520-1-3-.08(4)(2)(2)  
TRR/MS 0520-1-5-.02  
T.C.A. 49-2-203(b)(2)  
T.C.A. 49-5-710(a)(7)  
T.C.A. 49-5-404  
T.C.A. 49-5-511  
T.C.A. 49-6-2108  
TRR/MS 0520-1-5.01(5)(b)