

## **HEALTH EXAMINATIONS**

### **New Employees**

The Chief Human Resources Officer or designee shall ensure that new Monterey County Office of Education (MCOE) employees comply with all the health examination requirements of California law.

In addition, the Chief Human Resources Officer may require applicants for employment in classified and certificated positions to undergo a pre-employment physical examination to show that they are physically able to perform the duties of specific jobs. [Education Code (EC) 45122]

### **Continuing Employees**

Continuing employees shall undergo periodic tuberculosis tests once every four years in accordance with law, and shall submit proof of freedom from tuberculosis to the Human Resources office. [EC 49406]

The County Superintendent 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.

Employees may be required to pass a physical and/or psychological examination any time such an examination appears necessary to preserve the health and welfare of MCOE students and employees or to furnish medical proof of physical or mental ability to perform satisfactorily the assigned duties of an individual's position. [EC 44839, 45122]

*(cf. 4119.41/4219.41/4319.41 - Employees with Infectious Disease)*

#### *Legal Reference:*

#### EDUCATION CODE

|                |   |
|----------------|---|
| <u>44839</u>   | <i>Medical certificate; periodic medical examination</i>  |
| <u>44839.5</u> | <i>Requirements for employment of retiree</i>   |
| <u>44932</u>   | <i>Grounds for dismissal of permanent employee</i>  |
| <u>44942</u>   | <i>Suspension or transfer of certificated employee on ground of mental illness, psychiatric examination; mandatory sick leave</i> |
| <u>45122</u>   | <i>Physical examinations</i>  |
| <u>49406</u>   | <i>Examination for tuberculosis</i>   |

#### CODE OF REGULATIONS, TITLE 5

|                  |   |
|------------------|---|
| <u>5502-5503</u> | <i>Physical examination for retirees employed as substitute teacher, etc.</i> |
| <u>5504</u>      | <i>Medical certification procedures</i>                                       |