

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS  
MEDICAL EXAMINATIONS AND COMMUNICABLE DISEASES

DBB  
(LOCAL)

TUBERCULOSIS  
CERTIFICATE

All employees, volunteers, ~~student teachers,~~ **and any students from an institution of higher learning requesting access to DISD for student teaching, observing, internship, including student nurses, dental hygiene students, etc.** ~~and student observers~~ who have immigrated to the United States from Southeast Asia, **Mexico, Central or South** Latin America, **Eastern Europe** and Africa **or any other country where tuberculosis is considered endemic** ~~within the last five years~~ **are subject to will be required to submit a statement of examination for tuberculosis, and be noted as either free from tuberculosis, under appropriate treatment for tuberculosis and considered non-communicable by a physician licensed to practice medicine in the State of Texas.**

FORM OF  
CERTIFICATE

~~The form and content of the certificate of examination shall be substantially as in the form provided by the Texas Board of Health, provided that another form may be used if all the elements of the standard form are embodied in it. A certificate issued on or after April 15, 1978, but before the effective date of this policy shall be valid if it embodies the information contained in the standard form and is signed by a physician licensed to practice medicine in Texas.~~

CLOSING DATE

The closing date for filing of individual certificates with the Board shall be the date on which the individual is to commence duties at the school; those duties shall not commence until the certificate has actually been received by the Board or its authorized representatives.

An original or true and correct copy of a certificate shall be honored by the Board on transfer of an employee or a volunteer from another district, provided that the certificate is complete and valid, and further provided that not more than 120 days shall have elapsed since employment in a Texas public school.

EXAMINATIONS  
DURING  
EMPLOYMENT

A medical examination may be required of any employee when, in the judgment of the immediate supervisor after consultation with the Superintendent or designee, the employee's condition interferes with the ability to perform job-related functions or may pose a direct threat to the health or safety of the employee or others. The District may designate the physician to perform the examination and, in that case, shall pay the cost of the examination. If in the Superintendent's discretion the circumstances so require, the employee may be placed on administrative leave with pay, pending the physician's report and the District's decision.

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| HEALTH OR SAFETY CONSIDERATIONS   | If it is determined that the employee poses a direct threat to health or safety within the District or that the employee's ability to perform job-related functions is affected, the Superintendent or designee shall determine under what circumstances the employee might continue to perform job-related functions without posing a direct threat to self or others. |
| EXCLUSION                         | If the employee cannot perform job-related functions without posing a threat to health or safety, the Superintendent or designee may exclude the employee from work. However, before being excluded from work, the employee shall be permitted to present evidence to the Superintendent or designee relevant to his or her fitness to continue regular duties.         |
| USE OF LEAVE                      | Employees who are excluded from work because of a communicable disease or other medical condition may use any accrued paid leave to which they are entitled or request temporary disability leave, as appropriate. [See DEC]  |
| PLACEMENT ON TEMPORARY DISABILITY | The Superintendent shall have authority to place an employee on temporary disability leave, as appropriate, when in the judgment of the Superintendent in consultation with the physician who has performed the medical exam, the employee's condition interferes with the performance of regular duties. [See DEC(LEGAL)]  |
| OTHER REQUIREMENTS                | <p>Food service workers shall comply with health requirements established by city, county, and state health authorities. Bus drivers shall comply with legal requirements. [See DBA]</p> <p>Employees with communicable diseases shall follow recommendations of public health officials regarding contact with students and other employees.</p>                       |
| TERMINATION OF EMPLOYMENT         | Employees who are excluded from work because of a communicable disease may have their employment terminated when all leave to which they are entitled has expired, in accordance with appropriate policies. [See DEC and DF series]   |