Hickman County Board of Education

	Descriptor Term: **Personnel Health Examinations / Communicable Diseases**	Descriptor Code: **5.400**	Issued Date: **04/07/25**
		Rescinds: **5.400**	Issued: **03/06/26**

All employees, prior to entering service, shall present a certificate showing a satisfactory health record.[1] Employees shall inform the director of schools whenever they contract a contagious or communicable disease.

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 communicable disease.[2]

~~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~~, The Director of Schools shall reassign an employee to alternate duties, place employee on administrative leave with pay, or temporarily remove employee from the school setting who is suspected of having a communicable disease which might endanger the health of students, pending investigation and final disposition of the case before the Board.

To assist the Board in making final disposition of the case, the director of schools may refer the case to the County Health Office or other medical experts.

The Board shall use the written report to determine the employment status of the employee.

Legal References

1. TCA 49-5-404
2. TCA 49-2-203(b)(2); TCA 49-5-710(a)(7)

Cross References

Section 504 and ADA Grievance Procedures 1.802
Suspension/Dismissal 5.200-5.202