

STAFF HEALTH

As a condition of employment, every new employee of the School Board and student-teachers/interns shall submit a certificate signed by a licensed physician, physician assistant, nurse practitioner, or registered nurse stating the employee appears free of communicable tuberculosis. Volunteers may also be required to provide such a certificate.

Any employee who begins duty without having complied with this requirement will have violated the terms of employment and is not entitled to compensation. Any intern or student-teacher who begins his/her duties without having complied with this requirement may be removed from that assignment until the requirement is fulfilled. For the purposes of this policy, a new employee is designated as someone hired for the first time or rehired after a one-year absence.

After consulting with the local health director, the School Board may require tuberculosis re-screening of employees annually or at such intervals as it deems appropriate, as a condition of continued employment.

Staff members who have the following symptoms should closely assess their ability to work:

- Fever of 101 or higher in the last 24 hours without medication;
- Undiagnosed rash that is accompanied by fever or itching;
- Frequent coughing or difficulty breathing;
- Vomiting or diarrhea within the past 24 hours;
- Sore throat, with fever or swollen glands in the neck;
- Symptoms of being sick such as being unusually tired, irritable, or weak; or
- Any symptoms related to a mental health crisis.

While school nurses are not considered part of the employees' medical triage, and employees are encouraged to use judgment in remaining at the work site when ill, if a medical emergency/event requires assessment by the school nurse and/or school administration to prevent employee endangerment to self or others resulting in a 911 call, the employee may choose to refuse transport by EMS. However, if the employee refuses EMS transport, she/he will be required to either seek medical attention or return home via safe transportation. The employee may not remain at the school. A Return to Work letter may be required by the Department of Human Resources from the employee's health care provider before returning to school.

Physical Exams for School Bus Drivers

No person shall be employed as a bus driver unless he or she has an annual physical exam of the scope required by the Virginia Board of Education and provides the School Board the results of the exam on the form prescribed by the Virginia Board of Education. Such exam and report may be provided by a licensed nurse practitioner or physician assistant.

The School Board may also require alcohol and drug testing in accordance with Policy GDQ.

Adopted: November 17, 1998
Amended: November 21, 2002
Amended: April 20, 2006
Amended: December 20, 2012
Amended: June 11, 2015

Amended:

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-178, 22.1-300, 22.1-301, [54.1-2952.2](#), [54.1-2957.02](#).

Cross Refs.:	EBAB	Possible Exposure to Viral Infections
	EBBB	Personnel Training – Viral Infections
	GDQ	School Bus Drivers
	JHCC	Communicable Diseases
	JHCCA	Blood-Borne Contagious or Infectious Diseases

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