

VENTURA COUNTY OFFICE OF EDUCATION

SUPERINTENDENT POLICY NO. 4112.4 / 4212.4

ADOPTED:04/01/97

CLASSIFICATION: Personnel

**REVISED: 01/05/09
08/18/25**

SUBJECT: Health Examinations

The County Superintendent or authorized representative may require a physical examination to be taken by any employee of VCOE.

The County Superintendent may either provide the required examination, cause the examination to be provided, or provide the employee with reasonable reimbursement for the required examination. Such examination may be required in the case where there is evidence that a medical problem exists that interferes with the normal responsibilities of the employee's position.

A medical release is a statement of a medical doctor licensed to practice medicine, pursuant to California Business and Professions Code Section 2000, stating that the employee is physically able to return to work and resume regular duties.

NEW EMPLOYEES

The County Superintendent or designee shall ensure that new VCOE employees comply with all the health examination requirements of California law. Education Code 49406 requires a tuberculosis examination for all new employees, with specified exceptions. In addition, Education Code 44839 requires that when filling a position requiring certification with someone who has not previously worked in such a position in California, VCOE must obtain a more extensive medical certification showing that the applicant is free from any disabling disease which makes them unfit to instruct or associate with children.

In addition, the County Superintendent or designee may require applicants for employment in classified positions to undergo a pre-employment physical examination to show that they are physically able to perform the duties of specific jobs.

CONTINUING EMPLOYEES

Continuing employees shall undergo periodic tuberculosis tests once every four years in accordance with law.

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 students and employees or to furnish medical proof of physical or mental ability to perform satisfactorily the assigned duties of an individual's position.

Legal Reference:

EDUCATION CODE

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

CODE OF REGULATIONS, TITLE 5

5502-5503	Physical examination for retirants employed as substitute teacher, etc.
5504	Medical certification procedures