

STAFF HEALTH

Tuberculosis Screening

1. As a condition to employment, all Waynesboro Public Schools' employees, including without limitation teachers, cafeteria workers, janitors and bus drivers, shall complete the TB risk assessment and determine whether or not the employee is at low or high risk for TB disease or infection. The TB risk assessment will be conducted by the School Nurse (RN) of Waynesboro Public Schools as the first step in such determination. This must be documented prior to beginning employment.
2. If the employee is determined to be low risk by the TB risk assessment, then no further evaluation is needed.
3. If the employee is determined to be at high risk, then the School Nurse (RN) of Waynesboro Public Schools will refer the employee to the Public Health Department for evaluation.
4. As a result of a referral for further evaluation for TB disease or infection, the employee must submit a certificate signed by a licensed physician, physician assistant, or by a registered nurse licensed pursuant to Article 2 (§ 54.1-3016et seq.) of Chapter 30 of Title 54.1, stating that such employee appears free of communicable tuberculosis. Such certificate shall be based on recorded results of such skin tests, X-rays and other examinations, singly or in combination, as are deemed necessary by a licensed physician that have been performed within the twelve months' period immediately preceding submission of the certificate.
5. After consulting with the local health director, the School Board may require the submission of such certificates annually or at such intervals as it deems appropriate, as a condition of continued employment. This health certificate may also be required for volunteers.

Medical Examinations or Records

The Waynesboro School Board shall not require any employee to pay the costs of a medical examination or the cost of furnishing medical records required as a condition to continued employment. Nothing in this section shall prohibit the immediate supervisor from requesting an employee to submit a physician's certificate verifying the illness of an employee or a determination for "fitness for duty" at the employee's expense.

The School Board requires alcohol and drug testing in accordance with Policy GDQ School Bus Drivers.

Blood Borne Pathogens Training

All employees are required to participate in training regarding blood borne pathogens on an annual basis. Documentation of participation in the training shall be maintained in the Departments of Student Services and Human Resources.

Adopted: August 8, 1996

Revised: March 3, 2001; February 14, 2017; October 10, 2017

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 Ref.: 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

Waynesboro Public Schools: Health Services
Regulations and Procedures