

Policy Code: 7120 Employee Health Certificate

All new employees, as well as employees who have been separated from public school employment for more than a year or who have been absent for more than 40 successive school days because of a communicable disease, must provide a fully completed health certificate. Such certificate must be prepared by:

1. A physician licensed to practice in North Carolina;
2. A nurse practitioner approved pursuant to state law; or
3. A physician's assistant licensed to practice in North Carolina.

A new employee who has not previously been employed in a public school in North Carolina may provide a certificate prepared by a physician, nurse practitioner, or physician's assistant who holds a current unrestricted license or registration in another state, so long as evidence of that license or registration is on the certificate. Such certificate must certify that the employee does not have tuberculosis in the communicable form; any other communicable disease; or any disease, physical or mental, that would impair the ability of the individual to perform effectively in his or her duties. The board or superintendent may require any individual covered by this policy to have a physical examination when deemed necessary.

Health certificates will be maintained separately and confidentially in the human resources office.

BUS DRIVERS

In addition to the state school bus driver certificate issued by the N.C. Division of Motor Vehicles, the superintendent will require each driver to obtain every two years a medical doctor's certificate indicating that the driver is in good physical health.

Legal References: [G.S. 115C-323](#)

Cross References:

Adopted: 10/15/98

Revised: August 15, 2013

Chapel Hill-Carrboro Schools