

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

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- 6 1. A physician licensed to practice in North Carolina;
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- 8 2. A nurse practitioner approved pursuant to state law; or
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- 10 3. A physician's assistant licensed to practice in North Carolina.
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12 A new employee who has not previously been employed in a public school in North Carolina  
13 may provide a certificate prepared by a physician, nurse practitioner, or physician's assistant  
14 who holds a current unrestricted license or registration in another state, so long as evidence of  
15 that license or registration is on the certificate. Such certificate must certify that the employee  
16 does not have tuberculosis in the communicable form; any other communicable disease; or any  
17 disease, physical or mental, that would impair the ability of the individual to perform effectively  
18 in his or her duties. The [Transylvania County Board of Education \(the "board"\)](#) or  
19 superintendent may require any individual covered by this policy to have a physical examination  
20 when deemed necessary.

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22 Health certificates will be maintained in separate, confidential medical files in the human  
23 resources office.

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25 Legal References: G.S. 115C-323

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27 Cross References:

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29 Adopted:

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