

COMMUNICABLE DISEASEAP No.
7330

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- I. New Employees: Certification of Freedom from Communicable Disease
- I. **A.** Prior to employment, new employees are required to provide the District with a medical certificate, which provides evidence of freedom from active communicable disease, including, but not limited to, active tuberculosis, unfitting the applicant to instruct or associate with students. For purpose of this procedure, "communicable disease" refers to tuberculosis. **This A tuberculosis risk assessment and, if risk factors are present, an** examination is a condition of initial employment. All newly hired employees must show, ~~that they have been examined within the past sixty (60) days to determine that they are free from active tuberculosis.~~ **within the last sixty (60) days they have submitted to a tuberculosis risk assessment developed by the State Department of Public Health and the California Tuberculosis Controllers Association, and if risk factors are present, an examination to determine that he or she is free of active tuberculosis, by a physician.**
 - II. **B.** "Certificate" means a certificate signed by the examining physician or a notice from a public health agency or unit of the American Lung Association that indicates freedom from active tuberculosis.
 - III. **C.** This requirement is waived if the employee has previously been employed in an academic institution in the State of California and can **produce a certificate that shows that he or she** ~~provide the District with a medical certificate demonstrating evidence of examination within the past four (4) years~~ **had a tuberculosis risk assessment that showed no risk factors were present or was examined and was found to be free of** ~~certifying freedom from~~ communicable tuberculosis, as provided for in Section 121525 of the Health and Safety Code.
 - IV. **D. A tuberculosis risk assessment, and if determined necessary,** An **an** intradermal tuberculin skin test may be obtained from the Rio Hondo College Health Center at the expense of the employee (~~Recommendation made by the Budget Reduction Task Force~~). **A tuberculosis risk assessment,** An intradermal tuberculin skin test or a chest X-ray may be obtained from other certified medical locations at the employee's expense.
 - V. **E.** A contract of employment may be offered to an applicant subject to the submission of the required medical certificate. The Human Resources Director, or designee, may exempt, for a period not to exceed sixty (**60**) days following termination of the pregnancy, a pregnant employee from the requirement that a positive intradermal tuberculin test be followed by an X-ray of the lungs.
 - VI. **F.** The medical certificate must be submitted to Human Resources within ten (10) days of the offer of employment.
 - VII. **G.** The medical certificate shall become part of the personnel record of the employee **and shall be open to the employee** or his/her designee.

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II. Continuing Employees

- A. All continuing employees shall be required to undergo **a tuberculosis risk assessment and, if risk factors exist**, an examination within four (4) years of initial employment with the District and every four (4) years thereafter to determine that they are free of active tuberculosis. The Human Resources department will notify employees when they are due for a re-evaluation.
- B. **A tuberculosis risk assessment, and if determined necessary**, An an intradermal tuberculin skin test may be obtained from the Rio Hondo College Health Center at the expense to the employee (~~Recommendation made by the Budget Reduction Task Force~~). **A tuberculosis risk assessment**, An intradermal tuberculin skin test or a chest X-ray may be obtained from other certified medical locations at the employee's expense.
- C. An employee who has a positive TB **tuberculosis** skin test must obtain a full chest X-ray, which shall be interpreted by a physician as authorized by Education Code Section 87408.6.
- D. ~~After examination~~, **If risk were present at the tuberculosis risk assessment and an examination occurs, after the examination**, the employee shall cause to be on file with the District a certificate from the examining physician showing the employee was examined and found free from active tuberculosis. "Certificate" means a certificate signed by the examining physician or a notice from a public health agency or unit of the American Lung Association that indicates freedom from active tuberculosis.
- E. The Human Resources Director, or designee, may exempt, for a period not to exceed sixty (60) days following termination of the pregnancy, a pregnant employee from the requirement that a positive intradermal tuberculin test be followed by an X-ray of the lungs.
- F. The medical certificate shall become part of the personnel record of the employee **and shall be open to the employee** or his/her designee.

III. Source / Reference

Education Code Sections 87408, 87408.6, and 88021