

**COMMUNICABLE DISEASE**

<b>AP No. 7330</b>
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Board Reviewed: 11/14/12; 5/10/17

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- I. New Employees: Certification of Freedom from Communicable Disease
  - 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
  - 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.
  - C. Each newly hired employee must show, 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, must undergo an examination to determine that they are free of active tuberculosis.
  - D. A tuberculosis risk assessment, and if determined necessary, an intradermal tuberculin skin test may be obtained from Student Health and Psychological Services at the expense of the. A tuberculosis risk assessment, and intradermal tuberculin skin test or a chest X-ray may also be obtained from other certified medical locations at the employee's expense.
  - E. 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 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 communicable tuberculosis, as provided for in Section 121525 of the California Health and Safety Code.
  - F. 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.
  - G. The medical certificate must be submitted to Human Resources within ten (10) business days of the offer of employment.
  - H. The medical certificate shall become part of the personnel record of the employee and shall be open to the employee or their designee.
- 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

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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 intradermal tuberculin skin test may be obtained from Student Health and Psychological Services at the expense to the employee. A tuberculosis risk assessment, 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 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. If risk was present at the tuberculosis risk assessment and an examination occurs, the employee shall have a certificate on file with the District from the examining physician showing the employee was examined and found free 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. Sources/References:**

Education Code Sections 87408, 87408.6, and 88021  
Section 121525 CA Health and Safety Code