

Human Resources

AP 7336 CERTIFICATION OF FREEDOM FROM TUBERCULOSIS

Reference:

Education Code Section 87408.6

Except as provided herein, and as a condition of initial employment with the District, no person shall be initially employed by the District in an academic or classified position unless the person has provided proof that he/she is free of active tuberculosis. Individuals have the option of taking a tuberculosis test in the District's Health Services office free of charge, or, they may go to their own licensed physician or surgeon to have the test conducted at the individual's own expense and have the physician provide the District with certification that the individual is free of tuberculosis. If the testing is done by the District, the individual will sign a Consent/Release form, which allows the Health Services Department to give the results to the District's Department of Diversity and Human Resources (DHR).

If they choose to go to their own physician/surgeon, this examination shall consist of an approved intra-dermal tuberculin test (skin test). If the individual has a positive skin test, the physician/surgeon, must send the individual for a chest x-ray for further determination. If the x-ray shows that the individual is free from active tuberculosis, results of both the skin test (including millimeters of induration) and the x-ray must be provided to the DHR, along with a statement from the physician/surgeon that the person is free from active tuberculosis. DHR will then notify the employee that they are cleared for employment with the District. If the x-ray shows that the individual has active tuberculosis, the physician/surgeon will notify the employee, who will notify DHR. Without a clearance from the physician/surgeon, the individual will not be able to work for the District.

If the District conducted the skin test and the individual has a documented positive skin test, the Chief Health Services Officer (CHSO) will send the individual for a chest x-ray, at the District's expense, to determine whether or not the individual is free from active tuberculosis. The results of the x-ray will be forwarded to the CHSO for further processing. If the results of the x-ray show that the individual is free from active tuberculosis, the CHSO will provide counseling for additional treatment, if any, and send a clearance form to DHR, indicating that the individual is cleared for employment. DHR will notify the individual that they are cleared for employment. If the x-ray shows that the individual has active tuberculosis, the CHSO will notify the individual and refer them for follow-up medical care. The CHSO will also notify the County Department of Public Health on all positive test results.

All test results from District testing are maintained in the office of the CHSO. The clearance form from the CHSO or the physician/surgeon will be maintained in the employee's personnel file.

The CHSO of the District may, based on symptoms and further review, exempt, for a period not to exceed 60 days following termination of the pregnancy, a pregnant employee from the requirement that a positive intra-dermal tuberculin test be followed by an X-ray of the lungs.

Thereafter, employees who are skin test negative are required to undergo the foregoing examination every four (4) years, at the District's expense, for so long as the employee remains skin test negative and asymptomatic of active TB. Employees are notified by the Diversity and Human Resources Department when testing needs to be renewed.

Once an employee has a documented positive skin test that has been followed by a negative X-ray, the foregoing examinations shall no longer be required and referral shall be made within 30 days of completion of the examination to the local health officer to determine the need for follow-up care. For information purposes, a positive skin test and a negative chest x-ray means the person has Latent TB infection, which is not contagious, and therefore the individual may continue work with the District. After the follow-up examination, each employee shall cause to be on file with the District a certificate from the examining physician/surgeon showing the employee was examined and found free from active tuberculosis.

This procedure shall not apply to any employee of the District who files an affidavit stating that he or she adheres to the faith or teachings of any well-recognized religious sect, denomination, or organization and in accordance with its creed, tenets, or principles depends for healing upon prayer in the practice of religion and that to the best of his or her knowledge and belief he or she is free from active tuberculosis. If at any time there should be probable cause to believe that the applicant is afflicted with active tuberculosis, he or she may be excluded from service until the *CHSO* is satisfied that he or she is not so afflicted.

A person who transfers his or her employment from another school or community college district shall be deemed to meet the requirements of this procedure if the person can produce a certificate that verifies that he or she was examined within the past four years and was found to be free of communicable tuberculosis or if it is verified by the district previously employing him or her that it has a certificate on file that contains that showing.

A person who transfers his or her employment from a private or parochial elementary school, secondary school, or nursery school to the District shall be deemed to meet the requirements of this procedure if the person can produce a certificate as provided for in Section 121525 of the Health and Safety Code that verifies that he or she was examined within the past four years and was found to be free of communicable

tuberculosis or if it is verified by the school previously employing him or her that it has the certificate on file.

Office of Primary Responsibility: Chief Health Services Officer
Vice Chancellor, Diversity and Human Resources

Administrative Approval: April 13, 2009