

Human Resources

1 AP 7336 CERTIFICATION OF FREEDOM FROM TUBERCULOSIS

2 Reference:

3 Education Code, Section 87408.6

4 Prior to employment with the District each person is required to present medical certification
5 showing that the person is free from active tuberculosis which would render the person unfit
6 to instruct or associate with students. The District will ensure that the employee has
7 submitted to a tuberculosis risk assessment developed by the State Department of Public
8 Health and the California Tuberculosis Controllers Association within the last 60 days and,
9 if risk factors are present, an examination which will consist of:

- 10 • an X-ray of the lungs, or
- 11 • an intradermal tuberculin test which, if positive, will be followed by an X-ray of the
12 lungs.

13 The certification of freedom from tuberculosis must be made by or under the direction of a
14 physician or surgeon licensed under the California Business and Professions Code. An X-
15 ray film may be taken by a competent and qualified X-ray technician if the film is
16 subsequently interpreted by a physician or surgeon licensed under the Business and
17 Professions Code.

18 The Vice President of Human Resources may exempt, for a period not to exceed 60 days
19 following the termination of pregnancy, any pregnant employee from the requirement to
20 receive an X-ray examination following a positive intradermal tuberculin test.

21 Employees who are skin test or X-ray negative for tuberculosis, or were not tested because
22 of a lack of risk factors, are required to undergo the foregoing tuberculosis risk assessment
23 and, if risk factors exist, examination at least once every four years for so long as the
24 employee remains skin test or X-ray negative. Once an employee has a documented
25 positive skin test that has been followed by an X-ray or an X-ray which is positive for
26 tuberculosis, the foregoing tuberculosis risk assessments and examinations will no longer
27 be required and a referral will be made in no more than 30 days to the local health officer to
28 determine the need for follow-up care.

29 If risk factors were present at the tuberculosis risk assessment and an examination occurs,
30 after the examination, it is the employee's responsibility to ensure that the District receives
31 a certificate from the examining physician or surgeon showing the employee was examined
32 and found free from active tuberculosis. Failure or refusal to provide certification of freedom
33 from tuberculosis in a timely manner may cause the District to exclude an employee from
34 service until such time as the employee provides such certification.

35 The District will provide new employees one intradermal skin test and certification record at
36 the Student Health Center for a reasonable cost to be paid by the employee. The District
37 will provide, at no expense to a continuing employee, one intradermal skin test and
38 certification record once every four years at the Student Health Center. The District will not
39 cover the expense of any intradermal skin test or X-ray examination performed at any office
40 or facility other than the Student Health Center. The Student Health Center will provide
41 documentation to the Human Resources Office if the person chooses to use the services of
42 the Student Health Center.

43 A person who was previously employed by another private or public nursery school,
44 elementary school, secondary school or post-secondary school and who can provide
45 medical certification that he/she was medically examined within the past four years or had
46 a tuberculosis risk assessment that showed no risk factors were present, and found free of
47 active tuberculosis, or if it is verified by the school district previously employing the person
48 that it has a record of such certification is not required to submit to further examination upon
49 employment. Subsequent testing will be done every four years thereafter.

50 Office of Primary Responsibility: Vice President, Human Resources

Date Approved: December 10, 2008
Date Revised: October 5, 2009; July 1, 2010
Date Reviewed: May 15, 2019
(Replaces former Cerritos CCD Policy 7001)