

AP 7330 Communicable Disease Certification

Reference:

Education Code Sections 87408, 87408.6, and 88021

1.0 Academic Employees - Certification of Freedom from Communicable Disease

- 1.1 New academic employees are required to provide the District with a medical certificate which provides evidence of freedom from any communicable disease, including, but not limited to, active tuberculosis, making the applicant unfit to instruct or associate with students. This requirement is waived if the employee has previously been employed in an academic position in the State of California.
- 1.2 The medical certificate shall be submitted by a physician or medical officer as provided in Education Code Section 87408.
- 1.3 The medical examination upon which the certification is based shall have been conducted not more than six months before the submission of the certificate and shall be at the expense of the applicant, unless provided otherwise pursuant to the provisions of a collective bargaining agreement.
- 1.4 The medical certificate shall become part of the personnel record of the employee.

2.0 Academic and Classified Employees - Certification of Freedom from Tuberculosis

2.1 New Employees

- 2.1.1 Prior to employment, new academic and classified employees are required to provide the District with a medical certificate, which provides evidence of freedom from active tuberculosis.
- 2.1.2 The certificate shall be submitted by a physician licensed under the California Business and Professions Code as provided in Education Code Section 87408.6. "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.
- 2.1.3 The medical examination upon which the certification is based shall have been conducted not more than 60 days prior to employment. The medical examination shall consist of an X-ray of the lungs, or an approved intradermal tuberculin test, that, if positive, shall be followed by an X-ray of the lungs.
 - 2.1.3.1 The X-ray may be taken by a qualified X-ray technician if the X-ray film is subsequently interpreted by a physician as authorized by Education Code Section 87408.6.
 - 2.1.3.2 The Vice Chancellor of Human Resources or designee may exempt, for a period not to exceed 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.

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- 2.1.3.3 This examination is a condition of initial employment and shall be at the expense of the applicant, unless provided otherwise pursuant to the provisions of a collective bargaining agreement.
- 2.1.4 A person who transfers employment from another public school district or community college district shall be deemed to meet the requirements of this procedure if the person can produce a certificate that provides evidence of examination within the past four years and certifying freedom from communicable tuberculosis, or if it is verified by the school district or community college district previously employing the person that the certificate is on file.
- 2.1.5 A person who transfers employment from a private or parochial elementary school, secondary school, or nursery school shall be deemed to meet the requirements of this procedure if the person can produce a certificate, as provided for in Health and Safety Code Section 121525, that provides evidence of examination within the past four years and certifying freedom from communicable tuberculosis, or if it is verified by the school previously employing the person that the certificate is on file.
- 2.2 Continuing Employees
- 2.2.1 All continuing academic and classified employees shall be required to undergo an examination within four years of initial employment with the District and every four years thereafter, to determine that they are free of active tuberculosis.
- 2.2.2 A tuberculin skin test may be obtained from the Cypress College Health Center or Fullerton College Health Center at no expense to the employee. A tuberculin skin test may be obtained from other certified medical services at the employee's expense.
- 2.2.3 An employee who is documented as a positive reactor to the tuberculin skin test must obtain a full chest X-ray, which shall be interpreted by a physician as authorized by Education Code Section 87408.6. The District will reimburse the full cost.
- 2.2.4 After 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.

See Board Policy 7330, Certification of Freedom From Communicable Disease

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