

## SOLANO COMMUNITY COLLEGE DISTRICT

### TUBERCULOSIS CLEARANCE

4050

**POLICY:** This examination shall consist of a chest x-ray or an intradermal tuberculin test, that if positive, shall be followed by an x-ray of the lungs. A person who transfers employment from a private, public, or parochial school district, or nursery school, or community college district shall be deemed to meet the requirement if such person can produce a certificate which certifies an examination within the past four (4) years and was found to be free of communicable tuberculosis.

Thereafter, all employees shall be required to undergo the foregoing examination at least once every four (4) years and a record showing the person was examined and found free from active tuberculosis shall be placed on file with the Director of Human Resources. The Human Resources Department shall make provisions each year for the tuberculosis clearance. Not providing the tuberculosis clearance may result in withholding of future payroll warrants.

Employee examinations are at District expense if provided under the employee's health plan, mobile x-ray unit, or other service provided by the district. If an employee utilizes another service to obtain the tuberculosis clearance, the District shall reimburse the employee the amount the District would normally pay for the cost of the chest x-ray or tuberculin test upon submission of the results and receipt of fee to the Human Resources Department.

New Employees – All new employees of the District must provide proof of clearance from active tuberculosis within thirty (30) days of employment. The cost of either the intradermal TB skin test or x-ray examination of the lungs shall be borne by the District. All new employees who experience a positive reaction to the TB skin test shall also be required to provide proof of clearance from active TB by chest x-ray and physical evaluation and treatment within thirty (30) days of employment. Failure to

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provide documentation to Human Resources within thirty (30) days may result in termination of employment.

Continuing employees: All continuing employees are required to undergo an evaluation every four (4) years to assure freedom from active tuberculosis. The Human Resources Department shall annually notify each employee of the requirement. Tuberculosis clearance is required within the semester. Once an employee has a documented positive skin test that has been followed by a chest x-ray, the foregoing examination shall no longer be required and referral shall be made within thirty (30) days of completion of the exam to the local health officer to determine the need for follow-up care.

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

#### REFERENCES/

**AUTHORITY:** California Education Code, Sections 87408.6, 88021

Health & Safety Code, Section 121525

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**ADOPTED:** May 19, 1982

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**REVISED:** February 18, 1987

**REVISED:** November 6, 1996

January 21, 2004