

Except as provided herein, no person shall be initially employed by the District in an academic or classified position unless the person has submitted to a tuberculosis risk assessment developed by the State Department of Public Health and the California Tuberculosis Controllers Association (assessment forms entitled “School Staff & Volunteers: Tuberculosis Risk Assessment” and “Certificate of Completion Tuberculosis Risk Assessment and/or Examination”) and/or a medical examination that determines the individual is free of active tuberculosis (TB) within the preceding 4 years as determined by a licensed medical provider. A medical examination shall consist of an X-ray of the lungs, or an approved tuberculin test, that, if positive, shall be followed by additional X-rays of the lungs. This examination is a condition of initial employment and the expense shall be paid by the District provided that such tests, TB risk assessments, and/or X-rays are administered by the El Camino College Student Health Center or a medical center retained by the District for this purpose.

The X-ray film may be taken by a competent and qualified X-ray technician if the X-ray film is subsequently interpreted by a licensed medical provider.

All permanent employees shall be required to undergo a TB risk assessment and/or examination every four years to determine that they are free from tuberculosis.

If risk factors are determined during the tuberculosis risk assessment, a tuberculin test shall be required to determine if the employee is free of active tuberculosis. If an employee has a documented positive TB test, an X-ray examination shall be required. If a pregnant employee has a documented positive TB test, the Vice President of Human Resources may exempt the pregnant employee from the required X-ray examination for a period not to exceed 60 days following the end of the pregnancy.

If the X-ray examination shows the individual is free of active tuberculosis, the foregoing tuberculosis risk assessments and examinations shall no longer be required for the duration of the individual’s employment by the District. The employee shall have on file with the District a certificate from the examining medical provider showing the employee underwent an X-ray of the lungs and was found free from active tuberculosis.

If an X-ray examination results in a finding that the individual is suspected of having active tuberculosis, the individual shall be immediately released of all duties, granted any paid leave benefits to which they may be entitled, and shall be reinstated only after conclusive evidence is presented to Human Resources that the individual is free of active tuberculosis. A referral shall be made within 30 days of completion of the examination to the appropriate local public health authorities to determine the need for follow up care.

This procedure shall not apply to any employee of the District who files an affidavit stating that they adhere 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 the individual's knowledge and belief that they are free from active tuberculosis. If at any time there should be probable cause to believe that the applicant is afflicted with active tuberculosis, the individual may be excluded from service until the Vice President of Human Resources is satisfied that the individual is not so afflicted.

A person who transfers 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 shows that within the past four years the individual had a tuberculosis risk assessment that showed no risk factors were present or was examined and was found to be free of communicable tuberculosis, or if the previous employer verifies the individual has a certificate on file that contains that showing.

A person who transfers 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 Health and Safety Code Section 121525 that shows that within the last four years the individual had a tuberculosis risk assessment that showed no risk factors were present or was examined and was found to be free of communicable tuberculosis, or if the previous employer verifies the individual has the certificate on file.

**Reference:**

Education Code Section 87408.6

El Camino College:  
Adopted: 3/26/18