

Coast Community College District ADMINISTRATIVE PROCEDURE

Chapter 7 Human Resources

AP 7330 Communicable Disease - Employees

References:

Education Code Sections 87408, 87408.5, 87408.6, and 88021;
BP 5210 Communicable Disease

All newly hired academic and classified employees must show that within the past 60 days of their initial employment with the District they have submitted to a tuberculosis risk assessment and once every four years thereafter and, if risk factors are present, been examined to determine that they are free from active tuberculosis. If risk factors were present at the tuberculosis risk assessment, and an examination occurs, after the examination the employee shall provide the District with a medical certificate from a physician licensed under the Business and Professions Code as provided in Education Code Section 87408.6. The certificate must provide evidence that the employee is free from active tuberculosis. No employee shall commence service until such medical certificate has been provided to the District.

Pursuant to Education Code Section 87408, applicants for academic positions must provide District Human Resources with:

- A medical certificate showing that the applicant is free from any communicable disease, including, but not limited to, active tuberculosis, unfitting the applicant to instruct or associate with students.
- The medical certificate shall be submitted by a physician as authorized by Education Code Section 84708(a).
- The medical examination is conducted not more than six months before the submission of the certificate and is at the expense of the applicant.

A contract of employment may be offered to an applicant for an academic position subject to the submission of the required medical certificate. The medical certificate becomes a part of the personnel record of the employee and is open to the employee or designee.

Retirees must show medical certification of freedom from any disabling disease unfitting the retiree to instruct or associate with students.

Individuals have the option of taking a tuberculosis risk assessment in the District's Health Services departments free of charge, or they may go to their own licensed physician to have the risk assessment 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 risk assessment is done by the District, the individual will sign a Consent/Release form, which allows the Health Services department to give the results to District's Human Resources.

If risk factors were present at the tuberculosis risk assessment, and an examination occurs, after the examination the employee shall provide the District with a certificate from the employee's examining physician showing that the employee was examined and found to be free from infectious tuberculosis.

District Human Resources may exempt, for a period not to exceed 60 days following termination of the pregnancy, a pregnant employee from the requirement to provide certification of freedom from infectious tuberculosis.

All tuberculosis risk assessments and/or certificates from the examining physician showing that the employee was examined and found free from infectious tuberculosis shall be on file with the District.

A person who transfers their 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 they were examined within the past four years and was found to be free of infectious tuberculosis, or if it is verified by the school or college previously employing them that it has a certificate on file that contains that showing.

A person who transfers their employment from a private or parochial elementary, secondary, or nursery school to the District shall be deemed to meet the requirements of this procedure if the person produces a certificate as provided for in Health and Safety Code Section 121525 which shows that they were examined within the past four years and were found to be free of infectious tuberculosis, or if it is verified by the school or college previously employing them that it has the certificate on file.

Ratified December 11, 2013

Ratified July 20, 2022