

TUBERCULOSIS EXAMINATION

AR 5030

1. A person who transfers his or her employment from another community college district or from a private or parochial school shall be deemed to have satisfied the certification requirement of this policy if the person can produce a certificate which shows that he or she was examined in the past four years and was found to be free of communicable tuberculosis, or if it is verified by the district or school previously employing the person that it has a certificate on file which contains that showing.
2. Applicants not deemed to have satisfied the certification requirement pursuant to paragraph (1) above, who have been given offers of employment, will be referred to the Cabrillo College Health Services Office to receive an intradermal tuberculin test, the results of which must be on file in the District Personnel Office prior to initial employment. The District provides such testing at no cost to the prospective or current employee. A test may also be administered by a private physician. A negative intradermal test conducted within the past sixty (60) days satisfies the certification requirement of this policy.
3. If such intradermal testing shows a positive reaction, the person will be required to obtain a chest X-ray and a physician's certificate indicating that the person is tuberculosis free. Such X-ray and certificate may be obtained through a private physician or from an agency identified by the District. In subsequent years, a physician's certificate alone will satisfy the certification requirement for employees who are subject to this paragraph.
4. Any person who prefers to receive a chest X-ray diagnosis in the first instance may follow the procedure described in item three above.
5. In all cases where an X-ray and a physician's certificate are obtained, the person is responsible to initiate an appropriate medical insurance claim to cover the cost of service. The difference, if any, between the insurance benefit allowance and the actual cost is reimbursable by the District.
6. If a prospective or current employee wishes to exercise the option of providing an affidavit which shows compliance in accordance with the policy provision relating to exemption because of religious beliefs, it is the responsibility of such person to contact the Personnel Department and make the appropriate inquiries. It is the responsibility of the Personnel Department to advise the person what steps must be taken to facilitate the request. It is necessary to complete such transactions prior to initial employment.

Adopted: April 6, 1987

Revised: December 5, 1994