

## **TUBERCULIN EXAMINATIONS**

1. No person shall be employed by the Charter School unless they have submitted proof of an examination within the last sixty (60) days that they are free of active tuberculosis by a physician licensed under Chapter 5 of Division 2 of the Business and Professions Code. The cost of pre-employment screening is borne by the applicant.
2. This examination shall consist of any x-ray of the lungs or an approved intradermal tuberculin test, which, if positive, shall be followed by an x-ray of the lungs.
3. All employees/volunteers shall be required to undergo this examination at least once every four (4) years, with the exception of "food handlers" who shall be examined annually. The cost of the follow up exam for employees/volunteers is borne by the charter school.
4. An applicant who was previously employed in another California school district or public school, private or parochial school may fulfill the tuberculosis examination requirement by either producing a certificate showing that he/she was examined within the last four years and found to be free of active tuberculosis or by having his/her the previous school district or school employer verify that it has on file a certificate which contains that evidence.
5. Once an employee/volunteer has a documented positive test for tuberculosis infection conducted pursuant to this subdivision which has been followed by an X-ray, the foregoing examination is no longer required, and a referral shall be made within 30 days of completion of the examination to the local health officer to determine the need for follow-up care.
6. The Executive director or designee may exempt from tuberculosis testing requirements those employees/volunteers who serve less than a school year and whose functions do not require frequent or prolonged contact with students.
7. In the event it becomes necessary for an employee to have an x-ray examination as a follow-up to a skin test, the Charter School will make arrangements for the examination and bear the expense. If the employee chooses to have his or her own physician for this purpose, the Charter School will pay toward the cost of the examination an amount equal to the rate charged by the physician designated by the Charter School.
8. This policy shall also include student teachers serving under the supervision of a designated master teacher and all substitute employees.
9. Any child leaving the United States for a short vacation to an country considered by the Center of Disease Control and Prevention (CDC) to have increased risk of TB exposure MUST call the County Tuberculosis Clinic for a TB screening upon return.
10. The Executive Director shall monitor the requirements stated herein and ensure that all employees and/or volunteers are in compliance, including notifying the Board that his or her certification has been updated as required under this Policy. An employee that fails to comply with the requirements stated herein may not be on campus fulfilling job duties until such time as compliance occurs. The Board may consider releasing a non-compliance employee from his or her employment or placing that individual on leave depending upon the circumstances.



11. If the Board determines by resolution, after hearing, that the health of pupils in the charter school would not be jeopardized thereby, this section shall not apply to any employee who files an affidavit stating that he or she adheres 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 his or her knowledge and belief he or she is free from active tuberculosis. If at any time there should be probable cause to believe that the affiant is afflicted with active tuberculosis, he or she may be excluded from service until the governing board is satisfied that he or she is not so afflicted.
12. The Executive Director may exempt a pregnant employee from the requirement that a positive tuberculin test be followed by an X-ray of the lungs, for a period not to exceed 60 days following termination of the pregnancy.