

Subject: Tuberculosis (Freedom From) Certification Policy

Effective Date: March 07, 2008

Approved By: Board of Directors

Policy: Julian Charter School requires all candidates hired to submit certification of freedom from tuberculosis prior to beginning work.

Procedure:

1. No prospective employee may begin work without written authorization from the Executive Director or designee (i.e. Director of Human Resources).
2. All employees of the school shall submit to an examination within the past 60 days to determine that he or she is free of active tuberculosis, by a licensed physician. This examination shall consist of an approved intradermal tuberculin test. A person who transfers his or her employment from one school or school district to another shall be deemed to meet the requirements above, if that person can produce a certificate as provided for in Section 3450 of the Health and Safety Code which shows that he or she was examined within the past four years and was found to be free of communicable tuberculosis, or if it is verified by the school previously employing him or her that it has a certificate on file which contains that showing.
3. Testing of School personnel required by law includes employees and independent contractors, but not limited to teachers, janitors, student teachers, and volunteers who provide direct services to students on behalf of the School. This test is part of the pre-employment medical examination.
4. If test results are positive, the employee shall obtain follow-up testing by an X-ray of the lungs. 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 physician.
5. Pregnant employees may delay testing (intradermal or X-ray) if the employee's physician certifies by letter to the employee or school that such testing may endanger the employee's pregnancy or fetal health. Pregnant employees may be excused to delay testing up to 60 days post-partum.
6. Employees who are skin tested negative shall be required to undergo the foregoing examination at least once each four years or more often if directed by the governing board upon recommendation of the local health officer for so long as the employee remains skin test negative.
7. If an employee has a documented positive skin test which has been followed by a negative X-ray, the forgoing intradermal examination is no longer required and updated examinations by X-ray shall be required every 13 years.

8. After the examination, each employee shall give the human resources department a certificate from the examining physician showing the employee was examined and found free from active tuberculosis.

Original Policy 12/09/02
Revised Policy 03/07/08