

## All Personnel

AR 4112.4(a)

4212.4

## HEALTH EXAMINATIONS

4312.4

### Tuberculosis Tests

No applicant shall be initially employed by the district or employed under contract in a classified or certificated position unless, he/she has submitted to a tuberculosis risk assessment within the past 60 days, if tuberculosis risk factors are identified, has submitted to an ~~he/she has submitted to an~~ intradermal or other approved tuberculosis examination to determine that he/she is free of infectious tuberculosis. tuberculin skin test or other approved tuberculin test and, if the results of the examination that test was ~~are~~ positive, the applicant shall obtain ~~has subsequently obtained~~ an x-ray of the lungs. At his/her discretion, an applicant may choose to submit to the examination instead of the risk assessment. (Education Code 49406)

Prior to employment by the district, ~~t~~The applicant shall submit ~~to the district~~ a certificate signed by an authorized health care provider ~~indicating~~ stating that ~~he/she~~ the applicant was assessed and/or examined and found to be ~~is~~ free of ~~active infectious~~ tuberculosis. (Education Code 49406; ~~5 CCR 5503~~)

The cost of the pre-employment tuberculosis examination shall be paid by the applicant.

An applicant who was previously employed in another California school district or private or parochial school shall be deemed to have ~~may fulfilled~~ the tuberculosis testing examination ~~requirement either by producing a certificate showing that if~~ he/she was ~~examined found within the last four years and found~~ to be free of ~~active infectious~~ tuberculosis within 60 days of initial hire or if his/her ~~or by having his/her~~ previous employer ~~verify~~ verifies that it has ~~on file~~ a certificate on file showing that the applicant is free from infectious tuberculosis ~~which contains that evidence.~~ (Education Code 49406)

Thereafter, each ~~Every~~ district employee who ~~tests was found free of infectious negative~~ shall undergo a tuberculosis shall undergo a tuberculosis risk assessment, and an examination whenever risk factors are identified, at least once every four years, or more often if so directed by the Governing Board upon recommendation of the county health officer, ~~for as long as the employee's test remains negative.~~ However, once a ~~An~~ employee with has a documented positive test for tuberculosis infection shall followed by an x-ray, he/she shall no longer be required to submit to the ~~examination~~ tuberculosis risk assessment but shall be referred to the county health officer within 30 days of the examination to determine the need for follow-up care. (Education Code 49406)

Tuberculosis ~~tests~~ risk assessments and/or examination for employees shall be provided by the district or at district expense. (Education Code 44839, 45122, 49406)

~~If an employee's religious belief prevents him/her from undergoing a tuberculosis examination, the employee shall file an affidavit stating that he/she adheres to the faith or teachings of a 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/her knowledge or belief, he/she is free from~~

~~active tuberculosis. In order to exempt the individual, the Board shall determine by resolution, after a hearing, that the health of students would not be jeopardized. (Education Code 49406)~~

The Superintendent or designee may exempt a pregnant employee from the requirement that a positive tuberculin skin test be followed by an x-ray of the lungs, for a period not to exceed 60 days ~~following termination~~ after the end of the pregnancy. (Education Code 49406)

### **Mental Examination for Certificated Employees**

When ever the Board is considering the suspension or transfer of~~A~~ a certificated employee ~~may be suspended or transferred to other duties if the Board has reasonable cause to~~based on its reasonable belief ~~believe~~ that the employee is suffering from mental illness of such a degree as to render him/her incompetent to perform his/her duties, the employee shall be offered the opportunity of being examined by a three-member panel of psychiatrists and psychologists in accordance with Education Code 44942. . The employee shall select the members of the panel from a list of psychiatrists and psychologists provided by the district. The examination shall be conducted, at district expense, within 15 days of the ordered suspension or transfer. The employee shall submit to the examination, but shall also be entitled to present a report of any psychiatrist, psychologist, or physician of his/her own choice. (Education Code 44942).~~In such a case, the district shall follow the process specified in Education Code 44942 and the district's collective bargaining agreement, including the opportunity for the employee to be examined by a panel of psychiatrists or psychologists.~~

Regulation  
approved: September 11, 2014

**SAN CARLOS ELEMENTARY SCHOOL DISTRICT**  
San Carlos, California