

## **AP 7330 Communicable Disease**

New academic employees are required to provide the District with a medical certificate which provides evidence of freedom from any communicable disease, including, but not limited to, active tuberculosis, that would render the applicant unfit to instruct or associate with students. This requirement is waived if the employee has previously been employed in an academic position in the State of California.

The medical certificate shall be provided by a physician or surgeon licensed under the Business and Professions Code. The physician or surgeon may send it directly to the Human Resources Office, or the new employee may deliver it to Human Resources in a sealed envelope from the doctor.

The medical examination upon which the certification is based shall have been conducted not more than six months before the submission of the certificate and shall be at the expense of the applicant.

The medical certificate shall become part of the personnel record of the employee and is open to the employee, or his/her designee.

A contract of employment may be offered to an applicant subject to the submission of the required medical certificate.

Current employees are subject to the provisions of applicable collective bargaining agreements and personnel plans. The District may require an employee to undergo a medical examination at District expense to determine that the employee is free from communicable disease which would render the employee unfit to instruct or associate with students, including but not limited to active tuberculosis, that could be transmitted via activities reasonably within the scope of employment.

The Human Resources Office shall provide notice to the employee of the District paid examination. Such notice shall state the reason for the examination and the date by which the examination must be completed.

Following a District-paid medical examination, the District may require that the employee submit a medical certificate from a licensed physician or surgeon stating that the employee is free from communicable disease. Failure or refusal to submit such certification in a timely manner may cause the District to exclude the employee from service until such time as the employee provides the certification.

If an employee is not certified as free from communicable disease, the District will refer the applicant and report to a local public health official. The local public health official

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shall advise the District when the applicant or employee can be certified free from communicable disease.

This procedure is limited to examinations and certification for freedom from communicable disease. For fitness for duty applicant and employee physical and/or mental examinations, see BP 7335 titled Health Examinations.

Also see BP/AP 5210 titled Communicable Disease (related to students) and AP 7336 titled Certification of Freedom from Tuberculosis

References: Education Code Sections 87408, 87408.6, and 88021

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