



Tuberculosis (TB) Clearance Requirement

1. New hire & current employee requirements:

- A.** Per California Education Code § 87408.6, each new employee is required to provide proof of Tuberculosis (TB) clearance dated within 60 days prior to initial hire.
- B.** Each current employee will be required to provide proof of TB clearance once every four (4) years.
- C.** A person who transfers from another public education employer may provide proof of TB clearance dated within the past four (4) years. This proof must be provided by the previous employer on a document that signifies the employer (e.g. letterhead or official form).
- D.** Per California Senate Bill 1038, which has modified California Education Code §87408.6, initial employment TB clearances, and ongoing current employee TB clearances, will no longer require a Tuberculosis Skin Test (TST) or a Tuberculosis Blood Test (TBT) test. Instead, new hires/current employees will be required to submit to a licensed medical provider a TB Risk Assessment form developed by the State Department of Public Health. Details regarding this procedure are itemized in the revised new employee Notice of TB Clearance Requirement package provided to the new employee as part of the Equifax online onboarding process, as well as the current employee notice provided by the People, Culture, and Technology Services (PCTS) (HR) Division, Employment Office.
- E.** The assessment form does NOT need to be submitted in person. Only if TB risk factors are identified will the individual be required to go to the medical facility and undergo a TB examination to determine if they are free from active Tuberculosis. The new TB Assessment questionnaire can be mailed by the new hire/current employee to the medical provider. An office visit is not necessary unless risk factors are identified as a result of the assessment, and an in-person examination and/or testing is required.
- F.** If risk factors are present, an examination to determine that the individual is free of active TB will be necessary as provided by a licensed physician or physician assistant. The examination will need to be in the form of the (TST) or a (TBT), or any other test for Tuberculosis infection recommended by the federal Centers for Disease Control and Prevention (CDC).
- G.** A person who has previously experienced a positive Tuberculosis Skin Test (TST) or a positive Tuberculosis Blood Test (TBT) followed by a chest X-ray, must provide a statement of this signed by a treating medical provider. If the person is a new hire, then the date for the X-ray and TB clearance must be within six (6) months prior to the new hire's start date. The clearance will remain on file and the employee will no longer be required to receive an X-ray or testing every four (4) years, unless future TB-related health conditions occur. However, every four (4) years, each employee will be required to complete a TB Risk Assessment form developed by the State Department of Public Health, with their medical provider to signify clearance from TB.

- H. The X-ray requirement, if applicable, shall be suspended for any pregnant employee for a period of time not to exceed 60 calendar days following the end of the pregnancy.
- I. Arrangements have been made for new hires/current hourly employees who do not have medical insurance to meet this requirement at no cost to them. The cost of the assessment and, if an examination and/or testing or X-ray is necessary, will be covered by the employer. However, it's important to note: Any cost related to active Tuberculosis treatment or other related costs will not be covered by SDCCD.
- J. If the new hire/current hourly employee does not have medical benefits and would otherwise incur a cost for the TB clearance, they are instructed to utilize one of the six (6) Sharp Rees-Stealy Occupational Medicine Centers noted in the TB Clearance packet of information. Sharp will invoice the District and the new hire will not be charged for any cost related to the clearance.

2. Informational:

If the medical provider determines that further testing is necessary, more general information is provided below for your awareness:

- A. **Tuberculosis Skin Test (TST)** – skin test applied, then must be checked within 48-72 hours to be considered a valid result.
 - 1. If results are negative – cleared for hire.
 - 2. If results are positive – an X-ray of the lungs is needed to receive clearance before hire.
 - i. Although there is no problem repeating the TST, if found positive once then it will continue to present a positive reading in the future.
- B. **Tuberculosis Blood Text (TBT)** – blood test taken in one visit.
 - 1. If results are negative – cleared for hire.
 - 2. If results are positive – an X-ray of the lungs is needed to receive clearance before hire.
 - i. Although there is no problem repeating the TBT, if found positive once then it may continue to present a positive reading in the future.
 - ii. Blood tests are recommended for:
 - a. Individuals who have received the TB vaccine
 - b. Individuals who would be unable to return for the 2nd part of the 2-part TST test.
- C. **X-ray** – if a TST or TBT yields positive results, then an X-ray of the lungs is necessary to determine if cleared of TB.

Resources:

- California Senate Bill 1038
- California Education Code § 87408.6
- SDCCD AP 4260.3 – will soon be amended to reflect the new law
- Centers for Disease Control and Prevention (CDC)
- Sharp Rees-Stealy Occupational Medicine Centers

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