

Lewis Center for Educational Research

**BP 4112.4: PERSONNEL
HEALTH EXAMINATIONS**

Adopted: June 5, 2003

Revised: June 8, 2015

New Employees:

No person shall be employed unless he/she produces or has on file with Human Resources ("HR") a certificate showing that within the last 60 days the person has submitted to a tuberculosis risk assessment and, if tuberculosis risk factors are identified, has been examined by a physician, nurse practitioner, or local health department and has been found to be free of infectious tuberculosis. In the event of an examination, the individual must present HR with a signed statement from the reviewing physician stating they are free of active tuberculosis.

If required, the tuberculosis examination shall consist of an approved intra-dermal tuberculin test. An X-ray of the lungs shall only be required if the intra-dermal test is positive. If no risk factors are identified in the risk assessment, an examination is not required. The cost of the initial test upon hiring is to be borne by the applicant. A person who is subject to the requirements of this policy may submit to an examination instead of submitting to the tuberculosis risk assessment.

Persons who have not complied with provisions of this policy shall not be allowed to work in any capacity with the organization.. A person who transfers employment from one school/school district to another school/school district shall be deemed to meet the requirements if that person can produce a certificate that shows he or she was found to be free of infectious tuberculosis within 60 days of initial hire, or the school where they were previously employed verifies that the person has a certificate on file showing that the person is free from infectious tuberculosis.

Regular Employees:

All employees who submit a "No Risk" Tuberculosis Risk Assessment or a negative tuberculin skin tests shall be required to undergo a Tuberculosis Risk Assessment or a tuberculosis examination at least once every four years and submit the negative results to HR. The Risk Assessment will be provided by the Lewis Center for Educational Research ("LCER") District Registered Nurse at no cost to the employee. In the event that a Tuberculosis examination is required, the LCER will reimburse the employee the cost of the intra-dermal tuberculosis test, providing the fee is reasonable.

Once an x-ray of the lungs has been submitted to HR, no further assessments, testing, or x-rays are required, unless the individual who had the x-ray has had a risk of being exposed to TB after the x ray of the lungs has been performed. In this event, the individual will be required to undergo another chest x-ray to show they are free from active tuberculosis. The Foundation Board shall follow provisions in those cases where an employee's religious belief prevents them from undergoing a physical examination.