

## Lewis Center for Educational Research

**BP 4112.4: PERSONNEL  
HEALTH EXAMINATIONS**

**Adopted: June 5, 2003**

**Revised: November 13, 2023**

### Tuberculosis Tests

No applicant shall be initially employed by the Lewis Center for Educational Research (“LCER”), in any capacity, unless the individual has submitted to a tuberculosis risk assessment within the past 60 days and, if tuberculosis risk factors are identified, has submitted to an intradermal or other approved tuberculosis examination to determine that the applicants is free of infectious tuberculosis. If the results of the examination are positive, the applicant shall obtain an x-ray of the lungs. If no risk factors are identified, an examination is not required. At their discretion, an applicant may choose to submit to the examination instead of the risk assessment. (Education Code 49406)

Prior to employment by LCER, an applicant shall submit a certificate from an authorized health provider stating that the applicant was assessed and/or examined and found to be free of infectious tuberculosis. (Education Code 49406)

An applicant who was previously employed in another school district, charter, private or parochial school shall be deemed to have fulfilled the tuberculosis testing requirement if the applicant produces a certificate showing that the individual was found to be free of infectious tuberculosis within 60 days of initial hire or if their previous employer verifies that it has a certificate on file showing that the applicant is free from infectious tuberculosis. (Education Code 49406)

Thereafter, each LCER employee who was found free of infectious tuberculosis shall undergo a tuberculosis risk assessment and an examination whenever risk factors are identified, at least once every four years or more often when required by the LCER Board of Directors (“Board”) **or** upon recommendation of the county health officer. However, once an employee has a documented positive test for tuberculosis infection followed by an x-ray, they shall no longer be required to submit to the 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)

The cost of the pre-employment tuberculosis risk assessment and/or examination shall be paid by the applicant, unless the Board has determined that LCER will reimburse an applicant who is subsequently hired by LCER. The risk assessment shall be provided by the LCER Registered Nurse, at no cost to the employee. In the event the tuberculosis examination is required, LCER shall reimburse the employee for the cost of examinations at a reasonable fee. LCER may provide for the risk assessment and examination or may establish a reasonable fee for the examination that is reimbursable to the employee. (Education Code 49406)

The following applicants or employees shall be exempted from the requirement to submit to a tuberculosis risk assessment and/or examination: (Education Code 49406)

- An applicant/employee who files 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 their knowledge and belief, they are free from infectious tuberculosis. Such an exemption shall be allowed only if the Board determines, by resolution, after a hearing, that the health of students would not be jeopardized. If at any time there is probable cause to believe that the applicant/employee is afflicted with infectious tuberculosis, they may be excluded from service until the Board is satisfied that they are not afflicted.
- A pregnant employee who has positive results on a tuberculosis skin test, in which case she shall be exempted from the requirement to follow up with an x-ray of the lungs for a period not to exceed 60 days after the end of the pregnancy.
- A private contracted driver who transports students infrequently without prolonged contact with students.

A volunteer in an LCER school shall also be required to have on file with the school a certificate showing that, upon initial volunteer assignment, the person submitted to a tuberculosis risk assessment and, if tuberculosis risk factors were identified, was examined and found to be free of infectious tuberculosis. If no risk factors are identified, an examination is not required. The cost of the tuberculosis risk assessment and/or examination shall be paid by the volunteer. However, the risk assessment shall be provided by the LCER Registered Nurse, at no cost to the volunteer.