

1.0 Physical Examinations

1.1 Tuberculosis Clearance

1.1.1 No person shall be initially employed by the Los Rios Community College District in the regular classified service without appropriate tuberculosis clearance unless otherwise excepted by law. (Ed. Code, § 87408.6)

1.1.1.1 Persons employed must provide documentation indicating they are free of infectious tuberculosis risk factors—or they are free of infectious tuberculosis as indicated by an intradermal tuberculin test, an Interferon Gamma Release Assay (IGRA) blood test and/or a chest X-ray (CXR)—initially upon hire and every four (4) years thereafter. The examination shall occur within sixty (60) days of initial employment.

1.1.1.2 Results of such assessments, tests or X-rays must indicate that the person employed is free from evidence of active tuberculosis.

1.1.1.3 The provisions of the paragraph above shall not apply to any employee who files an affidavit stating adherence to the faith or teachings of any well-recognized religious sect, denomination, or organization which, in accordance with its creed, tenets, or principles, depends for healing upon prayer in the practice of religion, and that to the best of the employee's knowledge and belief, the employee is free from active tuberculosis.

1.1.1.4 If at any time there should be probable cause to believe that such affiant is afflicted with active tuberculosis, the individual may be excluded from service until the Los Rios Community College District Board of Trustees is satisfied that the employee is not so afflicted.

1.1.1.5 An employee transferring to the District from another community college district, private or parochial elementary school, secondary school or nursery school can satisfy requirement of section 1.1.1.1 by producing a tuberculosis clearance completed within the past four (4) years or by verification of prior employer that the employee has a tuberculosis clearance on file within the past four (4) years.

2.0 Employee Health Clearance

2.1 The District may require a medical examination to ascertain a prospective employee's ability to perform essential functions of the position after an offer of employment has been made.

- 2.1.1 Such examination will be conducted by a physician designated by the District.
- 2.1.2 An employee's own physician may be included in the employee's examination procedure.
- 2.2 An employee examined pursuant to Section 2.1 above shall obtain evidence of freedom from health problems which would be detrimental to the performance of essential job functions.

3.0 Payment for Tuberculosis and/or Health Clearances

- 3.1 Tuberculosis clearance for employees (other than newly-hired) will be reimbursed by the District up to \$20 if the employee obtains clearance from his/her personal health care provider or a provider from a District-designated health center by any of the following means: a risk assessment, an intradermal tuberculin test, an Interferon Gamma Release Assay (IGRA) blood test, and/or a chest X-ray (CXR).
- 3.2 Tuberculosis risk assessments and intradermal tuberculin tests are free at campus health centers for existing and newly hired employees.
- 3.3 When an employee is required, as a condition of continued employment, to obtain a medical or physical examination, the District shall pay the costs of such examination upon written authorization from the Human Resources department.

4.0 Criminal Background Check

- 4.1 Applicants shall be fingerprinted at the State Department of Justice or other qualified law enforcement agency. Employment shall not commence until clearance has been approved by Personnel Services.
- 4.2 Applicants shall be required to pay the cost of the fingerprinting and processing. If the District desires an expedited process, the District shall pay the cost of the expedited process.
- 4.3 For applicants fingerprinted at the Department of Justice, the cost of fingerprinting and processing shall be deducted from the employee's initial paycheck. If the cost exceeds the first paycheck, any remaining cost will be deducted from the subsequent paychecks. Applicants fingerprinted at another qualified law enforcement agency shall pay the entire cost and may request reimbursement from the District for the expedited charge.
- 4.4 When warranted by exigent circumstances as determined by the Vice Chancellor, Human and Resource Development, an employee may be permitted to begin work prior to clearance having been granted by Personnel Services.
- 4.5 Police records shall be shown only to those with the legal right to see them.

LRCCD

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