
Board Policy
Chapter 7 – Human Resources

BP 7330 COMMUNICABLE DISEASE – EMPLOYEES

References: Education Code Sections 87408, 87408.6, and 88021; California Code of Regulations Title 8 Section 5193; 29 Code of Federal Regulations Part 1910.1030

All newly hired academic employees shall have on file a medical certificate indicating freedom from communicable diseases unfitting the employee to instruct or associate with students, including tuberculosis. No academic employee shall commence service until such medical certificate has been provided to the District.

All newly hired academic or classified employees must show that within the past 60 days they have submitted to a tuberculosis risk assessment and, if risk factors are present, been examined to determine that they are free from active tuberculosis. If risk factors were present at the tuberculosis risk assessment, and an examination occurs, after the examination the employee shall provide the District with a certificate from the employee's examining physician showing that the employee was examined and found to be free from active tuberculosis.

All employees shall be required to undergo a tuberculosis risk assessment within four years of employment and every four years thereafter, to determine if they are free from tuberculosis.

In furtherance of this commitment, the District establishes this policy to mitigate the risks surrounding exposure to communicable diseases including, but not limited to, COVID-19, and other diseases resulting in an epidemic or pandemic.

All newly hired employees, including volunteers and interns, shall have on file a medical certificate/vaccine record indicating freedom from or immunization against any communicable diseases. No employee, volunteer, or intern shall commence service until such medical certificate/vaccination record has been provided to the District.

In the prevention and control of COVID-19, and other communicable diseases as applicable, the District strongly recommends employees, volunteers, and interns to engage in appropriate preventative and mitigation measures including, but not limited to, being fully vaccinated (including booster shots), wearing face masks compliant with Cal/OSHA regulations, social distancing, for them to be on campus and for any face-to-face work activities and instructional or ancillary activities (e.g. office hours, classes,

library, tutoring, athletic events, student services, student clubs, Child Development Center, etc.) in the event of an epidemic or pandemic.

The Superintendent/President has the authority to reinstate the COVID-19 vaccine mandate, originally approved by the Board of Trustees on November 17, 2021, as provided by applicable federal, state, and local public health guidelines, in order to protect against exposure or severe illness from COVID-19.

Also see BP/AP 5210 Communicable Disease – Students, AP 7330 Communicable Disease – Employees, BP/AP 7335 Health Examinations, AP 7336 Certification of Freedom from Tuberculosis, Personnel Commission’s Laws/Rules, and the related collective bargaining agreements for applicable employee groups.

Adopted: November 24, 1981 (BP 3011); March 26, 1991 (BP 3033)

Revised: October 22, 1991 (BP 3011); April 14, 1992 (BP 3033); November 17, 2021; April 17, 2024