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**Administrative Regulation**  
Chapter 7 – Human Resources

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**AR 7336            CERTIFICATION OF FREEDOM FROM TUBERCULOSIS**

**Medical Requirements**

1. The District may, consistent with applicable federal and state law and consistent with any applicable collective bargaining agreements, request a physical/health examination of District personnel (1) after an offer of permanent appointment has been presented to an applicant, (2) when an employee returns to work following a medical leave of absence, or (3) at any time it appears to be in the District's interest to obtain verification of an employee's fitness for duty.
2. The District will perform a tuberculin skin test for all employees, volunteer aides and when applicable, student employees. Anyone whose skin test is positive, or who has a previously known positive skin test, will be required to submit a statement by a medical doctor or by the Los Angeles County Health Department that she/he is free of the disease, with a substantiating report of a chest X-ray done within the past sixty days. Any expenses will be the employee's responsibility.
3. A tuberculin skin test will be performed on all employees every four years. Those who show a positive reaction to this skin test will be required to submit a statement by a medical doctor or by the Los Angeles County Health Department that they are free of contagious disease, with a substantiating report of a chest X-ray done within the past sixty days. Any expenses will be the employee's responsibility. For those paid employees who are known positive reactors a skin test will not be done, but the district will furnish a chest X-ray at Santa Monica Hospital.
4. All probationary faculty and newly hired administrators must successfully demonstrate the functional physical and mental capacity to perform the essential functions of employment with or without reasonable accommodations. Failure to perform the essential functions of employment with or without reasonable accommodations shall be sufficient cause for dismissal.

**Tuberculosis-Requirements**

1. An approved intradermal tuberculin test within 60 days prior to initial employment in the District and every four years thereafter.
2. A skin test will be accepted in lieu of a chest X-ray if an employee is not a known positive reactor to a skin test. An employee may go to the District's Health Office for a tuberculin skin test.
3. An X-ray shall be required if an employee has a positive reaction to a skin test. New employees will be required to obtain an X-ray, at their own expense. Current employees, at the time of renewal, may make arrangements through the District's Health Office for District paid X-rays.
4. The report of the X-ray or skin test is to be sent to the Health Services Office, Santa Monica College, 1900 Pico Blvd., Santa Monica, California, 90405. Failure to comply with this requirement may result in disciplinary action.

Also see BP/AR 7330 Communicable Disease and BP/AR 7335 Health Examinations.

**References:** Education Code Sections 87408 and 87408.6

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*(Replaces SMC AR 3115)*

