



School Staff & Volunteers: Tuberculosis Risk Assessment

Job-related requirement for child care, pre-K, K-12, and community colleges



The purpose of this tool is to identify **adults** with infectious tuberculosis (TB) to prevent them from spreading TB. Use of this risk assessment is required in the California Education Code, Sections 49406 and 87408.6 and the California Health and Safety Code, Sections 1597.055 and 121525, 121545, and 121555.

The law requires that a health care provider administer this risk assessment. A health care provider, as defined for this purpose, is any organization, facility, institution or person licensed, certified or otherwise authorized or permitted by state law to deliver or furnish health services. Any person administering this risk assessment is to have training in the purpose and significance of the risk assessment and Certificate of Completion.

Name of Employee/Volunteer Assessed for TB Risk Factors: _____

Assessment Date: _____ Date of Birth _____

Status: New Hire; Date of Hire _____
(At cost to new hire)

Current Employee/Renewal
(At cost to District)

History of Tuberculosis Infection or Disease (Check appropriate box below)

Yes
If there is a documented history of positive TB test (infection) or TB disease, then a symptom review and chest x-ray (if none performed in previous 6 months) should be performed at initial hire by a physician, physician assistant, or nurse practitioner. Once a person has a documented positive test for TB infection that has been followed by an x-ray that was determined to be free of infectious TB, the TB risk assessment (and repeat x-rays) is no longer required. If an employee or volunteer becomes symptomatic for TB, then he/she should seek care from his/her health care provider.

No (Assess for Risk Factors for Tuberculosis using box below)

Risk Factors for Tuberculosis (Check appropriate boxes below)

If any of the 5 boxes below are checked, perform a Mantoux tuberculin skin test (TST) or Interferon Gamma Release Assay (IGRA). Re-testing with TST or IGRA should only be done in persons who previously tested negative, and have new risk factors since the last assessment. A positive TST or IGRA should be followed by a chest x-ray, and if normal, treatment for TB infection considered. (Centers for Disease Control and Prevention [CDC]). *Latent Tuberculosis Infection: A Guide for Primary Health Care Providers*. 2013)

One or more signs and symptoms of TB: prolonged cough, coughing up blood, fever, night sweats, weight loss, excessive fatigue. Evaluate for active TB disease with a TST or IGRA, chest x-ray, symptom screen, and if indicated, sputum acid-fast bacilli (AFB) smears, cultures and nucleic acid amplification testing. A negative TST or IGRA does not rule out active TB disease.

Close contact to someone with infectious TB disease at any time

Foreign-born person from a country with an elevated TB rate. Includes any country other than the United States, Canada, Australia, New Zealand, or a country in western or northern Europe. IGRA is preferred over TST for foreign-born persons

Consecutive travel or residence of ≥ 1 month in a country with an elevated TB rate. Includes any country other than the United States, Canada, Australia, New Zealand, or a country in western or northern Europe.

Volunteered, worked or lived in a correctional or homeless facility





School Staff & Volunteers: Tuberculosis Risk Assessment User Guide

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Background

California law requires that school staff working with children and community college students be free of infectious tuberculosis (TB). These updated laws reflect current federal Centers for Disease Control and Prevention (CDC) recommendations for targeted TB testing. Enacted laws, AB 1667, effective on January 1, 2015, SB 792 on September 1, 2016, and SB 1038 on January 1, 2017, require a tuberculosis (TB) risk assessment be administered and if risk factors are identified, a TB test and examination be performed by a health care provider to determine that the person is free of infectious tuberculosis. The use of the TB risk assessment and the Certificate of Completion, developed by the California Department of Public Health (CDPH) and California TB Controllers Association (CTCA) are also required.

AB 1667 impacted the following groups on 1/1/2015:

1. Persons employed by a K-12 school district, or employed under contract, in a certificated or classified position (California Education Code, Section 49406)
2. Persons employed, or employed under contract, by a private or parochial elementary or secondary school, or any nursery school (California Health and Safety Code, Sections 121525 and 121555).
3. Persons providing for the transportation of pupils under authorized contract in public, charter, private or parochial elementary or secondary schools (California Education Code, Section 49406 and California Health and Safety Code, Section 121525).
4. Persons volunteering with frequent or prolonged contact with pupils (California Education Code, Section 49406 and California Health and Safety Code, Section 121545).

SB 792 impacted the following group on 9/1/2016:

Persons employed as a teacher in a child care center (California Health and Safety Code Section 1597.055).

SB 1038 impacts the following group on 1/1/2017:

Persons employed by a community college district in an academic or classified position (California Education Code, Section 87408.6).

Testing for latent TB infection (LTBI)

Because an interferon gamma release assay (IGRA) blood test has increased specificity for TB infection in persons vaccinated with BCG, IGRA is preferred over the tuberculin skin test (TST) in these persons. Most persons born outside the United States have been vaccinated with BCG. BCG=Bacillus Calmette-Guérin;

TST= tuberculin skin test; IGRA= Interferon gamma release assay (e.g., QuantiFERON-TB Gold, T- SPOT.TB)

Repeat risk assessment and testing

If there is a documented history of positive TB test or TB disease, then a symptom review and chest x-ray should be performed at initial hire. Once a person has a documented positive test for TB infection that has been followed by a chest x-ray (CXR) that was determined to be free of infectious TB, the TB risk assessment (and repeat x-rays) is no longer required.

Repeat risk assessments should occur every four years (unless otherwise required) to identify any additional risk factors, and TB testing based on the results of the TB risk assessment. Re-testing should only be done in persons who previously tested negative, and have new risk factors since the last assessment.

Previous or inactive tuberculosis

Persons with a previous chest radiograph showing findings consistent with previous or inactive TB should be tested for LTBI. In addition to LTBI testing, evaluate for active TB disease.

Negative test for LTBI does not rule out TB disease

It is important to remember that a negative TST or IGRA result does not rule out active TB disease. In fact, a negative TST or IGRA in a person with active TB can be a sign of extensive disease and poor outcome.

Symptoms of TB should trigger evaluation for active TB disease

Persons with any of the following symptoms that are otherwise unexplained should be medically evaluated: cough for more than 2-3 weeks, fevers, night sweats, weight loss, hemoptysis.

TB infection treatment is recommended

Shorter regimens for treating LTBI have been shown to be as effective as 9 months of isoniazid, and are more likely to be completed. Shorter regimens are preferred in most situations. Drug-drug interactions and contact to drug resistant TB are frequent reasons these regimens cannot be used.

Please consult with your local public health department on any other recommendations and mandates that should also be considered.





Contra Costa Community College District Human Resources Department
 500 Court Street
 Martinez, CA 94553
 (925) 229-1000
 (925) 229-2490 - fax

Medical facility: Please fill out the information requested below and provide this form to the employee prior to leaving your facility. Return any new hire physical exam results, if applicable, in a sealed envelope to the above address.

Employees: Please bring this form to your College Human Resources Assistant or, if your worksite is at the District Office, Julie Planchon.

Certificate of Completion
Tuberculosis Risk Assessment and/or Examination

To satisfy job-related requirements in the California Education Code, Sections 49406 and 87408.6 and the California Health and Safety Code, Sections 1597.055, 121525, 121545 and 121555.

 Employee Name SSN or Employee ID# Work Location

Status: New Hire; Date of Hire _____ Current Employee/Renewal
 (At cost to new hire) (At cost to District)

Date of assessment and/or examination: _____ mo./_____ day/_____ yr.

Date of Birth: _____ mo./_____ day/_____ yr.

The above named patient has submitted to a tuberculosis risk assessment. The patient does not have risk factors, or if tuberculosis risk factors were identified, the patient has been examined and determined to be free of infectious tuberculosis.

x _____
 Signature of Health Care Provider completing the risk assessment and/or examination

Please print, place label or stamp with Health Care Provider Name and Address (include Number, Street, City, State, and Zip Code):

Telephone and FAX:

CCCCD Human Resources Only
 Date Entered: _____ Initials _____

Tuberculosis Testing Medical Facilities

Concentra Medical Center (4 locations)

2970 Hilltop Mall Road, Suite 203
Richmond, CA 94806

For information/appointments call: (510) 222-8000
Offers chest x-ray services, if required

US Health Group

1855 Gateway Blvd. Ste. 100
Concord, CA 94520

For information/appointments call: (925) 685-7744
Offers chest x-ray services, if required

3140 Balfour Road, Suite C
Brentwood, CA 94513

For information/appointments call: (925) 626-3801
Offers chest x-ray services, if required

2033 N. Main Street, Suite A
Walnut Creek, CA 94596

For information/appointments call: (925) 932-7715

Procedure:

New employees are required to pay *any and all costs* associated with their TB tests. This includes any subsequent chest x-rays at the facilities in Concord, Brentwood or Walnut Creek, and the Concentra Medical Center in Richmond if you test positive on the PPD skin test.

Existing employees are required to renew their TB certification every four years which may include PPD skin tests and/or chest x-rays, if required, and are allowed time away from their normal work hours for this purpose. If the employee elects to go to one of the District's physicians listed above, the District is invoiced and there is no cost to the employee.

However, **if the employee elects to go to another physician**, he/she will be reimbursed for the test only in the amount charged by the District's lowest cost physician.

Contra Costa Community College District

Human Resources Procedure 1020.01