

ADMINISTRATIVE REGULATION 7330

SOUTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

HUMAN RESOURCES

COMMUNICABLE DISEASES - EMPLOYEES

Pursuant to Education Code Section 87408, applicants for academic positions must provide to District Human Resources:

- A medical certificate showing that the applicant is free from any communicable disease, including, but not limited to, active tuberculosis (see *BP and AR 7336 Certification of Freedom from Tuberculosis*) or any other communicable disease making the applicant unfit to instruct or associate with students.
 - The medical certificate shall be signed by a physician as authorized by code.
 - The medical examination shall be conducted not more than six months before the submission of the certificate and is at the expense of the applicant.

A contract of employment may be offered to an applicant subject to the submission of the required medical certificate; however, service shall not commence until the medical certificate has been provided to District Human Resources.

The medical certificate becomes a part of the personnel record of the employee and is available for inspection by the employee or designee.

COVID-19:

Employees and volunteers shall upload proof of full vaccination against COVID-19 into Workday. Vaccination records shall be subject to verification through the proper authority, including the California immunization registry. It is the employee's responsibility to ensure that the State of California has the correct information related to the verification of their vaccination record and/or assist the District with the verification of the record. Unverified records shall be fully investigated by Human Resources.

Employees seeking exemption due to a verified disability/medical condition or sincerely held religious belief shall contact Human Resources.

Employees receiving approved exemptions will undergo free twice weekly testing for COVID-19 infection and provide proof of negative COVID-19 test results beginning January 8, 2022. Employees must submit their test results to the person/department designated by the District. Testing protocols will be at the direction of the District or as outlined in the memorandums of understanding between the District and the respective collective bargaining units. Failure to comply may subject an employee to disciplinary action up to and including termination.

Reference:

California Education Code, Sections: 87408, 87408.6, and 88021

Adopted: 03-14-19

Revised: 11-04-21