

#### 4.15 Employment Requirements

1. Prior to commencing work and as a condition of employment, all individuals being hired into Classified Service must comply with the following:
  - a. Complete and sign a Loyalty Oath if a citizen of the United States
  - b. Successfully complete a background check through fingerprinting.
  - c. Submit evidence of freedom from active tuberculosis by means of a tuberculin skin test or chest x-ray that has been performed within sixty days prior to employment. All continuing members of the faculty shall submit evidence of freedom from active tuberculosis by means of a tuberculin skin test or chest x-ray. A report of negative tuberculin skin test reaction is valid for a period of four years from the date of examination and a negative chest x-ray report is valid for two years.
  - d. The provisions of paragraph d do not apply to any employee who files an affidavit stating that he/she adheres to the faith or teaching of any well-recognized religious sect, denomination, or organization, and in accordance with its creed, tenets, or principles depends upon prayer in the practice of religion for healing, and to the best of his/her knowledge is free from active tuberculosis. If at any time there should be probable cause to believe that this individual is afflicted with active tuberculosis, he/she may be excluded from active service until the Board of Trustees is satisfied that he/she is no longer afflicted.
  - e. Furnish proof of authorization to work in the Unit States, in accordance with the Immigration Reform and Control Act of 1986.
  - f. Complete all additional paperwork required by the District or by Federal, State or any other regulatory agency.

(Rev. 7/05)

4.15 Employment Requirements

1. Prior to starting work and as a condition of employment, all members of the Classified Service must meet the following requirements:
  - a. File a loyalty oath with the Office of Human Resources.
  - b. Be fingerprinted by the CSM Security Office within the first ten working days of employment.
  - c. Submit evidence of freedom from active tuberculosis by means of a tuberculin skin test or chest x-ray that has been performed within 60 days prior to employment. All continuing classified employees shall submit evidence of freedom from active tuberculosis by means of a tuberculin skin test or chest x-ray. A report of a negative tuberculin skin test reaction is valid for a period of four years from the date of examination. A negative chest x-ray is valid for two years.
  - d. The provisions of the above paragraph do not apply to any employee who files an affidavit stating that he/she adheres to the faith or teaching of any well-recognized religious sect, denomination, or organization and in accordance with its creed, tenets, or principles depends for healing upon prayer in the practice of religion and that to the best of his/her knowledge and belief he/she is free from active tuberculosis. If at any time there should be probable cause to believe that such affiant is afflicted with active tuberculosis, he/she may be excluded from service until the Board is satisfied that he/she is not so afflicted.
  - e. Furnish proof of authorization to work in the United States, pursuant to the Immigration Reform and Control Act of 1986 (IRCA).
  - f. Complete other paperwork required by the District or by the Federal, State, or any other regulatory agency.

(Rev. 9/89)