

COMMUNICABLE DISEASES

Employees with a communicable disease will be allowed to perform their customary employment duties provided they are able to perform the essential functions of their position and their presence does not create a substantial risk of illness or transmission to students or other employees. The term "communicable disease" shall mean an infectious or contagious disease spread from person to person, or animal to person, or as defined by law.

Prevention and control of communicable diseases shall be included in the school district's bloodborne pathogens exposure control plan. The procedures shall include scope and application, definitions, exposure control, methods of compliance, universal precautions, vaccination, post-exposure evaluation, follow-up, communication of hazards to employees and record keeping. This plan shall be reviewed annually by the superintendent and school nurse.

The health risk to immunodepressed employees shall be determined by their personal qualified healthcare provider. The health risk to others in the school district environment from the presence of an employee with a communicable disease shall be determined on a case-by-case basis in consultation with the employee's personal qualified healthcare provider, a qualified healthcare provider chosen by the school district or public health officials.

An employee who is at work and who has a communicable disease which creates a substantial risk of harm to a student, coworkers, or others at the workplace shall report the condition to the Superintendent any time the employee is aware that the disease actively creates such risk.

The superintendent has the authority to exclude a student or employee from school when reliable evidence or information from a qualified source confirms he or she suffers from a disease or infestation that is known to be spread by any form of casual contact and is considered a health threat to the school population. The superintendent may require the student to be examined by a qualified healthcare provider designated by the district. The superintendent also may require a written statement of health from the designated qualified healthcare provider in order for the affected student to reenter school.

When reliable evidence or information from a qualified source confirms that a student or employee is known to have a communicable disease or infection that is known not to be spread by casual contact, i.e., AIDS, Hepatitis B and other like diseases, the decision as to whether the affected person will remain in the school setting will be addressed on a case-by-case basis by a review panel to ensure due process.

Approved __09/13/2010__ Reviewed _____ Revised _____

Health data of an employee is confidential and it shall not be disclosed to third parties.
Employee medical records shall be kept in a file separate from their personal file.

It shall be the responsibility of the superintendent, in conjunction with the school nurse,
to implement this policy.

Legal Reference: 29 U.S.C. §§ 794, 1910 (1994).
 42 U.S.C. §§ 12101 et seq. (1994).
 45 C.F.R. Pt. 84.3 (1996).

Cross Reference: 402.06 Employee Records
 508.03 Communicable or Infectious Diseases - Students