

Policy Title:

Communicable Diseases – Employees

Code No. **405.1**

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 or other substantial health or safety risk to students or other employees. The term “communicable disease” will 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 is included in the school District’s Bloodborne Pathogens Exposure Control Plan. The procedures will 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 is reviewed annually by the superintendent or designee and provider of nursing services. All staff members should practice hygienic principles designed to protect themselves and others from infection.

The health risk to immunodepressed employees is determined by their personal physician. The health risk to others in the school district environment from the presence of an employee with a communicable disease is determined on a case-by-case basis by the employee’s personal physician, a physician chosen by the school District, or public health officials. Employees with communicable diseases may be excluded from the school District environment for the period of time that their conditions endanger the health or safety of others or they are physically unable to perform assigned tasks.

Health data of an employee is confidential and will not be disclosed to third parties except as provided by law. Employee medical records are kept in a file separate from their personal file.

An employee who has a communicable disease which creates a substantial risk to others in the school District environment should report the condition to the superintendent or designee. It is the responsibility of the superintendent or designee, in conjunction with the provider of nursing services, to develop administrative regulations stating the procedures for dealing with employees with a communicable disease.

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