

Personnel

Series 400

Policy Title: Communicable Diseases-Employees

Code No. 403.3

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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 presences do not create a substantial risk of illness or transmission to students or other employees.

The term “communicable disease” means an illness due to a specific infectious agent or its toxic products that arises through transmission of that agent or its products from an infected person, animal, or reservoir to a susceptible host, either directly or indirectly through an intermediate plant or animal host, vector, or the inanimate environment.

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 recordkeeping. This plan is reviewed annually by the District Nurse. Employees who have a higher risk of contamination with blood or infectious materials will receive the Hepatitis B vaccine or sign a written waiver stating that they will not take the vaccine. All employees will take the Universal Precautions training yearly as required by OSHA regulations. The bloodborne pathogens exposure plan is reviewed annually by the District Nurse.

The health risk to immunosuppressed 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.

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

It is the responsibility of the Superintendent, in conjunction with the Director of Health Services, to develop administrative regulations stating the procedures for dealing with employees with a communicable disease.

Legal Reference: (Code of Iowa)

29 U.S.C. " 794, 1910.

42 U.S.C. " 12101 *et seq.*

45 C.F.R. Pt. 84.3.

Iowa Code chs. 139; 141 (2007). 641 I.A.C. .1,.2,.7.

Cross Reference: 401.5 Employee Records
403.1 Employee Physical Examinations
504.2 Exclusion for Contagious Diseases

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