

## STAFF PERSONNEL

### Series 400

#### POLICY TITLE COMMUNICABLE DISEASES – EMPLOYEES

No. 403.3

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 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, animal-to-person, or as defined by law.

Prevention and control of communicable diseases shall be included in the District’s blood borne pathogens exposure control plan. The procedures shall include scope and application, definitions, exposure control, methods of compliance, standard precautions, vaccination, post-exposure evaluation, follow-up, communication of hazards to employees, and record keeping. This plan shall be reviewed annually by the associate superintendent and school nurses.

The health risk to immune-compromised employees shall be determined by their personal physician. The health risk to others in the District environment from the presence of an employee with a communicable disease shall be determined on a case-by-case basis by the employee’s personal physician, a physician chosen by the District, or public health officials.

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 personnel file.

It is the responsibility of the associate superintendent in conjunction with the school nurses, to develop administrative regulations stating the procedures for dealing with employees with a communicable disease.

Legal Reference: School Board of Nassau County v. Arline, 480 U.S. 273 (1987).  
29 U.S.C. §§ 794, 1910 (2012).  
42 U.S.C. §§ 12101 *et seq.* (2012).  
45 C.F.R. Pt. 84.3 (2012).  
Iowa Code chs. 139(a); 141(a) (2013).  
641 I.A.C. 1.2-.7.

Cross Reference: 401.5 Employee Records  
403.1 Employee Physical Examinations  
507.3 Communicable Diseases - Students

Date Approved: August 14, 2006

Last Date Reviewed: May 8, 2017

Last Date Revised: May 22, 2017