

**ALL PERSONNEL**

**BP 4119.41(a)**

**EMPLOYEES WITH INFECTIOUS DISEASE**

The School Board desires to promote the health of district students and staff in order to reduce absenteeism and enhance employee and student performance. The Superintendent or designee shall develop strategies to prevent the outbreak or spread of infectious diseases at district schools.

*(cf. 4112.4/4212.4/4312.4 – Health Examinations)*  
*(cf. 5113 - Absences and Excuses)*

An infectious disease is one that is caused by a microorganism and is potentially transmittable to another individual, whether through airborne transmission, bloodborne transmission, skin-to-skin contact, foodborne transmission, or other casual or noncasual means. A communicable infectious disease, such as influenza or chicken pox, is contagious and can be readily transmitted by infectious bacteria or viral organisms.

~~To the extent required by law,~~ Job applicants shall be required to provide evidence that they are free of tuberculosis or any other communicable infectious disease prior to beginning employment.

*(cf. 4112.4/4212.4/4312.4 - Health Examinations)*

To prevent the outbreak or spread of infectious diseases, the Superintendent or designee may provide infection prevention supplies and information to employees, including information about recommended vaccinations. Employees also shall observe universal precautions to avoid contact with potentially infectious blood or other bodily fluids.

*(cf. 4119.42/4219.42/4319.42 - Exposure Control Plan for Bloodborne Pathogens)*

*(cf. 4119.43/4219.43/4319.43 - Universal Precautions)*

*(cf. 4131 - Staff Development)*

*(cf. 4231/4331 - Staff Development)*

Plans for addressing a communicable infectious disease outbreak, including, but not limited to, plans for addressing employee shortages during such an outbreak, shall be included in the district's Crisis Plan ~~emergency preparedness plan~~.

*(cf. 6114 - Emergencies and Disaster Preparedness Plan)*

*(cf. 5112.2 - Exclusions from Attendance)*

*(cf. 5141.22 - Infectious Diseases)*

*(cf. 5141.31 - Immunizations)*

The Superintendent or designee shall immediately report to the local health officer the presence or suspected presence of any communicable infectious disease.

**EMPLOYEES WITH INFECTIOUS DISEASE**

**Nondiscrimination/Reasonable Accommodation**

The district shall not discriminate against any employee or job applicant who has an infectious disease and is a qualifying individual with a disability under the Americans with Disabilities Act, Section 504 of the Federal Rehabilitation Act, or Alaska's Nondiscrimination in Employment Act.

Upon request, any qualified person with a disability shall be provided reasonable accommodation to perform the essential duties of his/her position in accordance with the criteria and processes described by law.

*(cf. 4030 - Nondiscrimination in Employment)*

**Confidentiality**

The Board and the Superintendent or designee shall ensure that employee rights to confidentiality are strictly observed. The district shall disclose medical record information only to the extent required or permitted by law. The medical records of any employee with a disabling infectious disease shall be held in strict confidence.

*(cf. 4040 – Use and Disclosure of Employee Medical Information)*

*Legal References:*

UNITED STATES CODE

*Americans with Disabilities Act, 42 U.S.C. 12010, et seq.  
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794, et seq.*

CODE OF FEDERAL REGULATIONS, TITLE 17

*17 C.F.R. 2500 Reportable diseases and conditions  
17 C.F.R. 2508 Reporting of communicable diseases; duty of schools*

ALASKA ADMINISTRATIVE CODE

*4 AAC 06.140 AIDS in school personnel  
4 AAC 06.150 Confidentiality of AIDS information*

*Adoption Date: 3/2019*