

Employee Communicable Diseases

The Board recognizes its responsibility to provide a clean and healthy environment for students and school employees. The determination of whether an employee infected by a communicable disease or health condition be excluded from work activities shall be made on a case-by-case basis under the direction of the principal/building administrator or designee. In situations where the decision requires additional knowledge and expertise, the principal will refer the case to the advisory committee, as provided herein, for assistance in determining the proper course of action.

The advisory committee may be composed of:

- a representative from the State Health Department;
- the employee's physician;
- the employee and/or designee;
- the school health service's supervisor;
- the Superintendent or designee; and
- other appropriate school personnel.

In making the determination, the advisory committee shall consider:

- the physical condition of the school employee;
- the expected type(s) of interaction with others in the school setting;
- the impact on both the infected school employee and others in that setting;
- the South Dakota Department of Health guidelines, policies, and recommendation;
- the health certification of the employee as provided for in SDCL 13-43-3 and SDCL 13-43-3.3;
- the recommendation of the County Health Officer;

Information regarding the handling of the case shall be deemed part of his/her personnel records, and is therefore classified as "Confidential" as required by SDCL 1-17-3.

The advisory committee may officially request assistance from the State Department of Health.

If employment of an infected employee is to be interrupted or discontinued, the employee will be entitled to use available medical leave and shall remain eligible for any available benefits to which he/she is ordinarily eligible.

Tuberculosis

It is the position of the Bon Homme School District that when an individual tests positive for tuberculosis, we will work closely with our local health services (Bon Homme County Health Nurse, Bon Homme Family Practice Clinic, and St. Michael's Hospital, along with the families primary physician) to insure the patient and those he/she may have come in contact with will be provided a safe and healthy environment. The school district will follow the procedures and practices outlined for us by the appropriate health care services provider.

The district policy (4114.12) on handling blood and body fluids may need to be reviewed with all school personnel.

Legal References: SDCL 13-43-3; 13-43-3.1; 13-43-3.2; 13-43-3.3; 1-27-3

Revised: July 8, 1996; March 8, 2010