

Title: Communicable Diseases-Employees

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 to students or other employees or other health or safety risk. 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. An employee who is at work and who has a communicable disease which creates a substantial risk to others at the workplace shall report the condition to the office of Human Resources.

The health risk to an immunosuppressed employee is determined by their personal health care provider. The health risk to others in the 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 health care provider, a health care provider chosen by the District and/or a public health official.

Prevention and control of communicable diseases is included in the District's blood borne 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.

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

It is the responsibility of the superintendent or designee, in conjunction with the public health department, to develop administrative regulations stating the procedures regarding employees with a communicable disease.

Cross References:
408.1, 408.2, 516, 516.1, 516.2, 516.3

Legal References:
School Board of Nassau County Arline
480 U.S. 273 (1987), 29 U.S.C. §§794, 42
U.S.C. §§ 12101 29 C.F.R. Pt. 1910. 1030
Iowa Code Chapter 139A. Iowa Code § 279.8

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